

# IN PERSON & VIRTUAL BOARD MEETING

\*The Board meeting will be held after the Committee meeting scheduled prior.



TO VIEW VIA WEB



TO PROVIDE PUBLIC COMMENT

Members of the public may address the Board orally and in writing. To provide Public Comment, you should visit the above link and complete the request form by selecting whether you will provide oral or written comment from the options located under Options next to the Board meeting.

**Attention:** If you have any questions, you may email [PublicComment@lacera.com](mailto:PublicComment@lacera.com). If you would like to make a public comment during the board meeting, review the [Public Comment instructions](#).

# AGENDA

## A REGULAR MEETING OF THE BOARD OF INVESTMENTS

### LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

300 N. LAKE AVENUE, SUITE 810, PASADENA, CA 91101

9:00 A.M., WEDNESDAY, NOVEMBER 13, 2024\*

*This meeting will be conducted by the Board of Investments both in person and by teleconference under California Government Code Section 54953 (f).*

*Any person may view the meeting in person at LACERA's offices or online at <https://LACERA.com/leadership/board-meetings>.*

*The Board may take action on any item on the agenda, and agenda items may be taken out of order.*

- I. CALL TO ORDER
- II. PLEDGE OF ALLEGIANCE
- III. PROCEDURE FOR TELECONFERENCE MEETING ATTENDANCE UNDER AB 2449, California Government Code Section 54953(f)
  - A. Just Cause
  - B. Action on Emergency Circumstance Requests
  - C. Statement of Persons Present at AB 2449 Teleconference Locations
- IV. APPROVAL OF MINUTES
  - A. Approval of the Minutes of the Regular Meeting of October 9, 2024
- V. PUBLIC COMMENT  
(Members of the public may address the Board orally and in writing. To provide Public Comment, you should visit <https://LACERA.com/leadership/board-meetings> and complete the request form by selecting whether you will provide oral or written comment from the options located under Options next to the Board meeting.

If you select oral comment, we will contact you via email with information and instructions as to how to access the meeting as a speaker. You will have up to 3

V. PUBLIC COMMENT (Continued)

minutes to address the Board. Oral comment request will be accepted up to the close of the Public Comment item on the agenda.

If you select written comment, please input your written public comment or documentation on the above link as soon as possible and up to the close of the meeting. Written comment will be made part of the official record of the meeting. If you would like to remain anonymous at the meeting without stating your name, please leave the name field blank in the request form. If you have any questions, you may email [PublicComment@lacera.com](mailto:PublicComment@lacera.com).)

VI. EXECUTIVE UPDATE

- A. Chief Investment Officer's Report
- B. Member Spotlight
- C. Chief Executive Officer's Report

VII. NON-CONSENT ITEM

A. **Growth Structure Review**

Recommendation as submitted by Christopher Wagner, Principal Investment Officer: That the Board approve the recommendations within the Growth Structure Review, which include amendments to the Global Equity and Private Equity investment guidelines, as outlined on slides 21, 33, and 34 of the attached presentation.

(Memo dated October 22, 2024)

VIII. REPORTS

A. **Notice of Risk, Analytics and ESG Services Search Selection – MSCI and ISS ESG**

Esmeralda del Bosque, Principal Investment Officer

John Kim, Investment Officer

Kathryn Ton, Senior Investment Analyst

Soniah Ginoyan, Senior Investment Analyst

(For Information Only) (Memo dated October 30, 2024)

B. **Fiscal Year 2024-25 Mid-Year Budget Adjustments**

Ricki Contreras, Manager, Administrative Services Division

(For Information Only) (Memo dated October 28, 2024)

VIII. REPORTS (Continued)

C. **Fiscal Year 2023-24 Final Budget Control Report**

Laura Guglielmo, Assistant Executive Officer

(For Information Only) (Memo dated October 23, 2024)

D. **Semi-Annual Interest Crediting for Reserves as of June 30, 2024 (AUDITED)**

Ted Granger, Chief Financial Officer

(For Information Only) (Memo dated October 23, 2024)

E. **Legal Projects**

Christine Roseland, Senior Staff Counsel

(For Information Only) (Memo dated November 5, 2024)

F. **Monthly Status Report on Legislation**

Barry W. Lew, Legislative Affairs Officer

(For Information Only) (Memo dated October 21, 2024)

G **Monthly Trustee Travel & Education Report – September 2024**

Ted Granger, Chief Financial Officer

(For Information Only) (Memo dated October 24, 2024)

H. **October 2024 Fiduciary Counsel Contact and Billing Report**

Steven P. Rice, Chief Counsel

(For Information Only) (Memo dated October 30, 2024)

(Privileged and Confidential/Attorney-Client Communication/Attorney Work Product and Exempt from Disclosure under California Government Code Sections 7927.705, 54957.5(a))

IX. ITEMS FOR STAFF REVIEW

(This item summarizes requests and suggestions by individual trustees during the meeting for consideration by staff. These requests and suggestions do not constitute approval or formal action by the Board, which can only be made separately by motion on an agenda item at a future meeting.)

X. ITEMS FOR FUTURE AGENDAS

(This item provides an opportunity for trustees to identify items to be included on a future agenda as permitted under the Board's Regulations.)

XI. GOOD OF THE ORDER

(For Information Purposes Only)



## XII. EXECUTIVE SESSION

- A. Conference with Staff and Legal Counsel to Consider the Purchase or Sale of Particular, Specific Pension Fund Investments (Pursuant to California Government Code Section 54956.81)

1. **Summit Partners Growth Equity Fund XII, L.P.**

Christopher Wagner, Principal Investment Officer

Didier Acevedo, Investment Officer

(For Information Only) (Memo dated October 24, 2024)

2. **Real Estate Investment Update**

Terri Herubin, Senior Investment Officer

Cindy Rivera, Investment Officer

(For Information Only) (Memo dated October 24, 2024)

## XIII. ADJOURNMENT

***\*Although the meeting is scheduled for 9:00 a.m., it can start anytime thereafter, depending on the length of the Committee meeting preceding it.***

***Documents subject to public disclosure that relate to an agenda item for an open session of the Board of Investments that are distributed to members of the Board of Investments less than 72 hours prior to the meeting will be available for public inspection at the time they are distributed to a majority of the Board of Investments Trustees at LACERA's offices at 300 N. Lake Avenue, Suite 820, Pasadena, CA 91101, during normal business hours of 8:00 a.m. to 5:00 p.m. Monday through Friday and will also be posted on [lacera.com](http://lacera.com) at the same time, [Board Meetings | LACERA](#).***

***Requests for reasonable modification or accommodation of the telephone public access and Public Comments procedures stated in this agenda from individuals with disabilities, consistent with the Americans with Disabilities Act of 1990, may call the Board Offices at (626) 564-6000 from 8:00 a.m. to 5:00 p.m. Monday through Friday or email [PublicComment@lacera.com](mailto:PublicComment@lacera.com), but no later than 48 hours prior to the time the meeting is to commence.***

MINUTES OF A REGULAR MEETING OF THE BOARD OF INVESTMENTS  
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

300 N. LAKE AVENUE, SUITE 810, PASADENA, CA 91101

9:00 A.M., WEDNESDAY, OCTOBER 9, 2024

*This meeting was conducted by the Board of Investments both in person and by teleconference under California Government Code Section 54953(b), (f).*

Teleconference Locations for Trustees and the Public under California  
Government Code Section 54953(b).  
6526 Ocean Crest Drive, Rancho Palos Verdes, CA 90275

TRUSTEES PRESENT

Patrick Jones, Chair (Teleconference Due to Just Cause under Section 54953(f)) (Joined the meeting at 9:00 a.m. intermittently thereafter)

David Ryu, Vice Chair

Jason Green, Secretary

Trevor Fay

Mike Gatto (Teleconference under Section 54953(b))

Elizabeth Ginsberg

Aleen Langton

Debbie Martin

Nicole Mi

STAFF, ADVISORS, PARTICIPANTS:

Jonathan Grabel, Chief Investment Officer

Santos Kreimann, Chief Executive Officer

Jude Pérez, Deputy Chief Investment Officer

STAFF, ADVISORS, PARTICIPANTS (Continued)

Luis Lugo, Deputy Chief Executive Officer

Steven P. Rice, Chief Counsel

JJ Popowich, Assistant Executive Officer

Laura Guglielmo, Assistant Executive Officer

Ted Granger, Chief Financial Officer

Christopher J. Wagner, Principal Investment Officer

Vache Mahseredjian, Principal, Investment Officer

Derek Kong, Investment Officer

StepStone Group LP (Equity Consultants)

Natalie Walker, Partner

Meketa Investment Group (General Investment Consultants)

Timothy Filla, Managing Principal

Aysun Kilic, Managing Principal

Albourne (Illiquid Credit, Real Assets and Hedge Funds Consultants)

Steven Kennedy, Partner

Milliman (Consulting Actuaries)

Nick Collier, Principal

Nossaman

Ashley Dunning, Fiduciary Counsel

I. CALL TO ORDER

The meeting was called to order by Vice Chair Ryu at 9:04 a.m. in the Board Room of Gateway Plaza.

II. PLEDGE OF ALLEGIANCE

Ms. Ginsberg led the Trustees and staff in reciting the Pledge of Allegiance.

III. PROCEDURE FOR TELECONFERENCE MEETING ATTENDANCE UNDER AB 2449, California Government Code Section 54953(f)

A. Just Cause

B. Action on Emergency Circumstance Requests

C. Statement of Persons Present at AB 2449 Teleconference Locations

A physical quorum was present at the noticed meeting location. There was one request received from Trustee Jones to attend by teleconference for Just Cause within the meaning of Section 54943(j)(2)(d) due to travel while on official business of LACERA. Trustee Jones confirmed that there were no individuals 18 years of age or older present at the teleconference location.

IV. APPROVAL OF MINUTES

A. Approval of the Minutes of the Regular Meeting of September 10, 2024

B. Approval of the Minutes of the Regular Meeting of September 11, 2024

A motion was made by Trustee Fay, seconded by Trustee Green, to approve the minutes of the Board of Investments meeting on September 10, 2024, and September 11, 2024. The motion passed by following roll call vote:

Yes: Fay, Gatto, Ginsberg, Green, Jones, Langton, Martin, Mi, Ryu

V. PUBLIC COMMENT

There were no requests from the public to speak.

VI. EXECUTIVE UPDATE

A. Chief Investment Officer's Report

Mr. Grabel provided a brief presentation on the Chief Investment Officer's Report and answered questions from the Board.

VI. EXECUTIVE UPDATE (Continued)

B. Member Spotlight

Mr. Popowich recognized LACERA member, Tristan Biller.

C. Chief Executive Officer's Report

Mr. Kreimann provided a brief presentation on the Chief Executive Officer's Report and answered questions from the Board.

VII. CONSENT ITEMS

A. **2024 Audit, Compliance, Risk, and Ethics (ACRE) Committee Charter**

Recommendation as submitted by Debbie Martin, Chair, Audit Committee: That the Board approve and adopt the 2024 Audit, Compliance, Risk, and Ethics (ACRE) Committee Charter. (Memo dated September 23, 2024)

B. **Ethics and Compliance Program Charter**

Recommendation as submitted by Debbie Martin, Chair, Audit Committee: That the Board approve the proposed Ethics and Compliance Program Charter. (Memo dated September 23, 2024)

C. **Ethics and Compliance Program Foundational Work Plan**

Recommendation as submitted by Debbie Martin, Chair, Audit Committee: That the Board review and approve the proposed Ethics and Compliance Program Foundational Work Plan. (Memo dated September 23, 2024)

A motion was made by Trustee Ginsberg, seconded by Trustee Langton, to approve consent items A-C. The motion passed by the following roll call vote:

Yes: Fay, Gatto, Ginsberg, Green, Langton, Martin, Mi, Ryu

Absent: Jones

VIII. NON-CONSENT ITEM

- A. **Actuarial Funding Policy and Interest Crediting Policy Approval**  
Recommendation as submitted by Luis A. Lugo, Deputy Chief Executive Officer, Laura Guglielmo, Assistant Executive Officer, JJ Popowich, Assistant Executive Officer, Steven P. Rice, Chief Counsel, Vache Mahseredjian, Principal Investment Officer, Ted Granger, Chief Financial Officer: That the Board a) Adopt the revised Actuarial Funding Policy effective for the fiscal year beginning July 1, 2024 and b) Adopt a separate Interest Crediting Policy for Reserve Accounts effective for the fiscal year beginning July 1, 2024.  
(Memo dated September 26, 2024)

A motion was made by Trustee Fay, seconded by Trustee Ginsberg, to approve the recommendation. The motion passed by the following roll call vote:

Yes: Fay, Gatto, Ginsberg, Green, Langton, Martin, Mi, Ryu

Absent: Jones

- B. **Approval of LACERA and SEIU MOU Bargaining Units 850 and 851 Amendment and Tentative Agreement**  
Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Board direct management to join the Represented Staff Members in signing the Memorandums of Understanding (MOU) amendment incorporating the Tentative Agreements for LACERA Administrative, Technical, Clerical, and Blue-Collar Bargaining Unit (Unit 850) and LACERA Supervisory Bargaining Unit (Unit 851) and request administrative approval from the Los Angeles County Board of Supervisors. (Memo dated September 26, 2024)

A motion was made by Trustee Green, seconded by Trustee Ginsberg, to approve the recommendation. The motion passed by the following roll call vote:

Yes: Fay, Gatto, Ginsberg, Green, Langton, Martin, Mi, Ryu

Absent: Jones



VIII. NON-CONSENT ITEM (Continued)

C. **Non-Represented and Management Staff Salary Adjustments**

Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Board approve salary adjustments for Non-Represented and Managerial Appraisal and Performance Plan (MAPP) Classifications at levels consistent as those granted to Represented Staff Members, and direct Management to request administrative approval from the Los Angeles County Board of Supervisors. (Memo dated September 26, 2024)

Before the vote, Human Resources Director Carly Ntoya, Ph.D., provided the oral report summarizing the recommendation as required by Government Code Section 54953(c)(3) of the Brown Act.

A motion was made by Trustee Mi, seconded by Trustee Fay, to approve the recommendation. The motion passed by the following roll call vote:

Yes: Fay, Gatto, Ginsberg, Green, Langton, Martin, Mi, Ryu

Absent: Jones

IX. REPORTS

A. **LACERA's Rehired Retiree Program Audit Fiscal Year Ended June 30, 2023, and 2024**

Debbie Martin, Audit Committee Chair  
(For Information Only) (Memo dated September 20, 2024)

This item was received and filed.

B. **2025 STAR COLA Program Cost**

Ted Granger, Chief Financial Officer  
(For Information Only) (Memo dated September 23, 2024)

Mr. Granger was present to answer questions from the Board. This item was received and filed.

C. **Legal Projects**

Christine Roseland, Senior Staff Counsel  
(For Information Only) (Memo dated September 30, 2024)

This item was received and filed.

IX. REPORTS (Continued)

D. **Monthly Status Report on Legislation**

Barry W. Lew, Legislative Affairs Officer

(For Information Only) (Memo dated September 24, 2024)

This item was received and filed.

E. **Monthly Trustee Travel & Education Report – August 2024**

Ted Granger, Chief Financial Officer

(For Information Only) (Memo dated September 20, 2024)

This item was received and filed.

F. **September 2024 Fiduciary Counsel Contact and Billing Report**

Steven P. Rice, Chief Counsel

(For Information Only) (Memo dated September 23, 2024)

(Privileged and Confidential/Attorney-Client Communication/Attorney Work Product and Exempt from Disclosure under California Government Code Sections 7927.705, 54957.5(a))

This item was received and filed.

X. ITEMS FOR STAFF REVIEW

There was nothing to report.

XI. ITEMS FOR FUTURE AGENDAS

Ms. Mi requested that staff provide additional information regarding STAR COLA eligibility and additional educational content to the Board in the upcoming months.

XII. GOOD OF THE ORDER

(For Information Purposes Only)

The Board and staff welcomed new elected trustee, Aleen Langton, to the Board.

Mr. Grabel introduced newly hired Investment Officer, Mike Lombardo, to the Board.

### XIII. EXECUTIVE SESSION

- A. Conference with Staff and Legal Counsel to Consider the Purchase or Sale of Particular, Specific Pension Fund Investments (Pursuant to California Government Code Section 54956.81)

1. **Private Equity Investment Update - I**

Derek Kong, Investment Officer

Calvin Chang, Senior Investment Analyst

(For Information Only) (Memo dated September 11, 2024)

The Board received an information only memo reporting that LACERA's Chief Investment Officer, within his Board-approved authority, approved a private equity secondary commitment of \$120 million to SEP Diamond Fund, L.P.

2. **Private Equity Investment Update - II**

Didier Acevedo, Investment Officer

Calvin Chang, Senior Investment Analyst

(For Information Only) (Memo dated September 12, 2024)

The Board received an information only memo reporting that LACERA's Chief Investment Officer, within his Board-approved authority, approved a \$95 million private equity co-investment commitment alongside Summit Partners, a Board of Investments-approved manager.

3. **Mill Point Capital Partners III, L.P.**

Christopher J. Wagner, Principal Investment Officer

Derek Kong, Investment Officer

(For Information Only) (Memo dated September 10, 2024)

The Board received an information only memo reporting that LACERA's Chief Investment Officer, within his Board-approved authority, approved a commitment of up to \$150 million to Mill Point Capital Partners III, L.P., which is a private equity small buyout fund focusing on the business services, information technology, and industrial sectors primarily in the United States.

XIII. EXECUTIVE SESSION (Continued)

4. **InfraVia European Fund VI SCSp  
Green Oak SCSp**

James Rice, Principal Investment Officer

Pushpam Jain, Investment Officer

Terra Elijah, Senior Investment Analyst

Stephanie Xia, Senior Investment Analyst

(For Information Only) (Memo dated September 25, 2024)

The Board received an information only memo reporting that LACERA's Chief Investment Officer, within his Board-approved authority, approved a commitment of €200 million (\$220 million) to InfraVia European Fund VI SCSp, which is a real assets fund focusing on investments in energy, telecom, transport, and social infrastructure, primarily in Europe and North America, and a commitment of €100 million (\$110 million) to Green Oak SCSp as a co-investment vehicle, for a total commitment of €300 million (\$330 million).

B. Public Employee Performance Evaluation  
(Pursuant to Paragraph (1) of Subdivision (b) of California  
Government Code Section 54957)

1. **Title: Chief Investment Officer**

There was nothing to report.

XIV. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 12:30 p.m.

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JASON GREEN, SECRETARY

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PATRICK JONES, CHAIR



# Chief Investment Officer Monthly Report

Jonathan Grabel – Chief Investment Officer 

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Board of Investments Meeting  
November 13, 2024

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1. Market Environment
2. Portfolio Performance & Risk Updates
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5. Commentary
6. Appendix
  - Quiet Period for Search Respondents





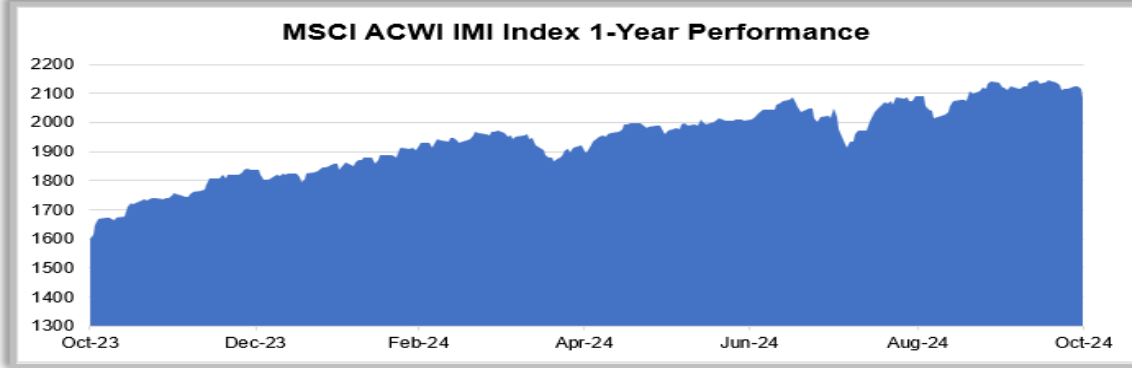
# 01 Market Environment

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# Global Market Performance as of October 31, 2024

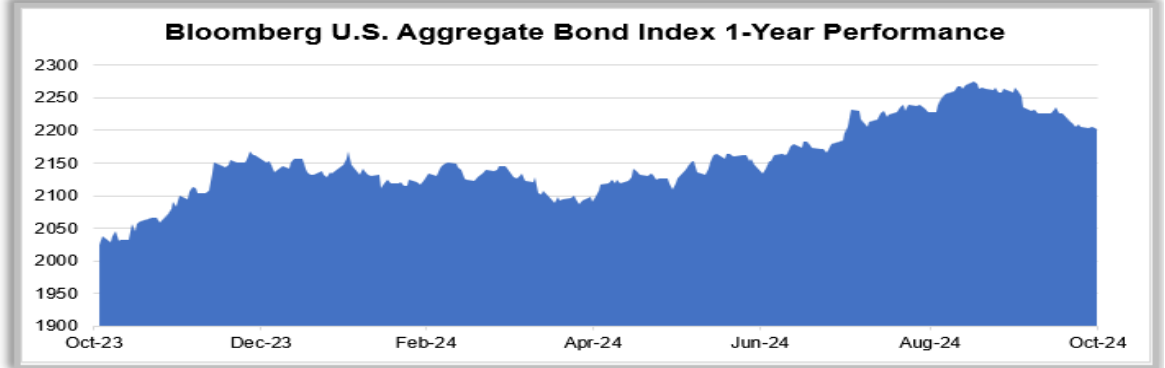


MSCI ACWI IMI Index (Global Equity Market)*							
Trailing Returns (%)				Annualized Returns (%)			
1-Month	3-Month	FYTD	YTD	1Y	3Y	5Y	10Y
-2.3	2.3	4.4	15.1	32.2	4.9	10.7	8.9



\*Global Equity Policy Benchmark - MSCI ACWIIMI Index

Bloomberg U.S. Aggregate Bond Index**							
Trailing Returns (%)				Annualized Returns (%)			
1-Month	3-Month	FYTD	YTD	1Y	3Y	5Y	10Y
-2.5	0.2	2.6	1.9	10.5	-2.2	-0.2	1.5

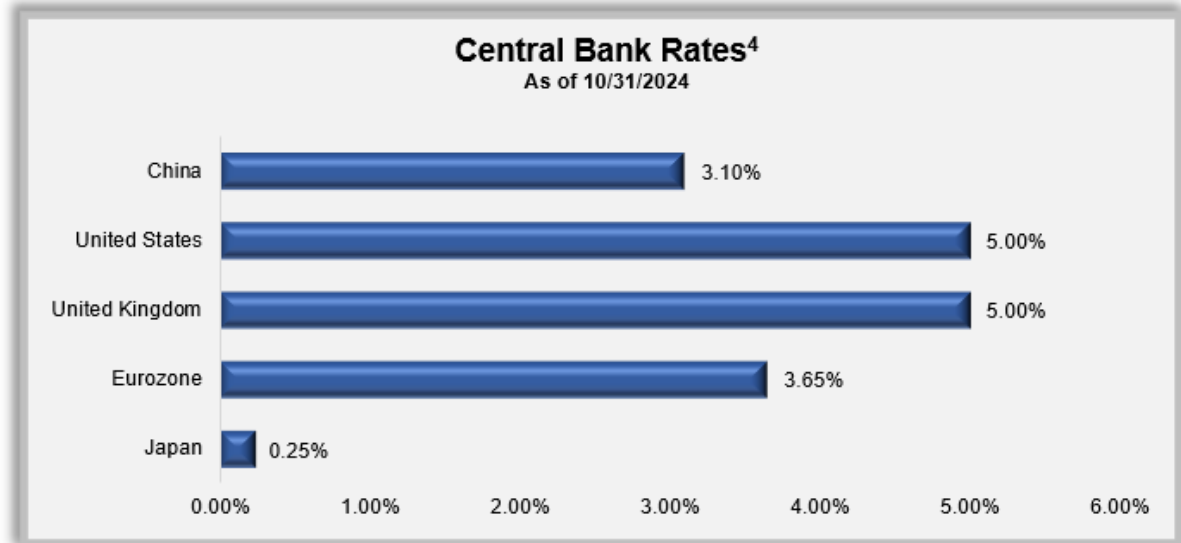
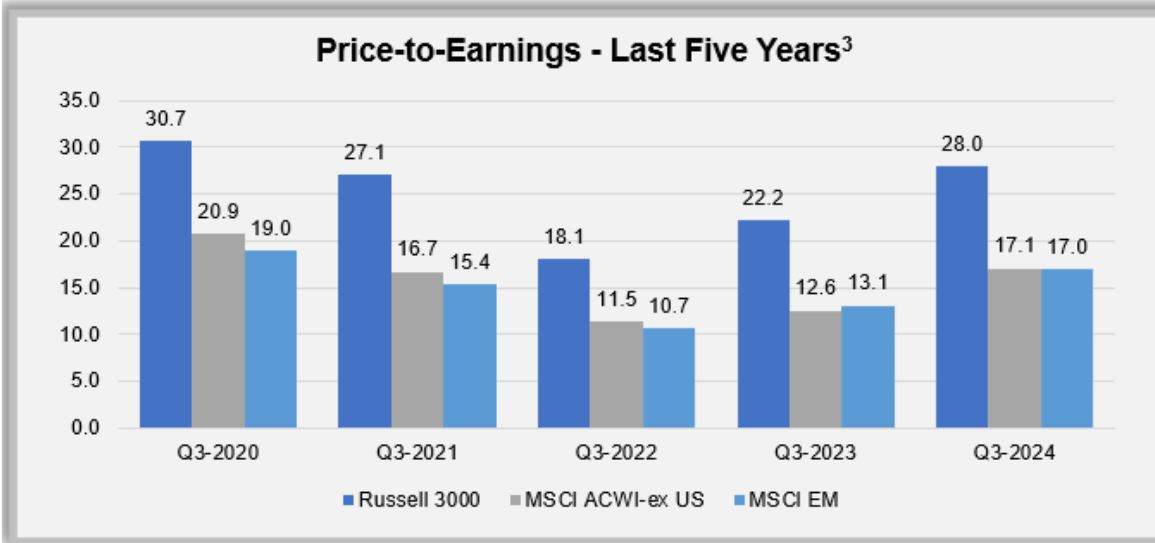
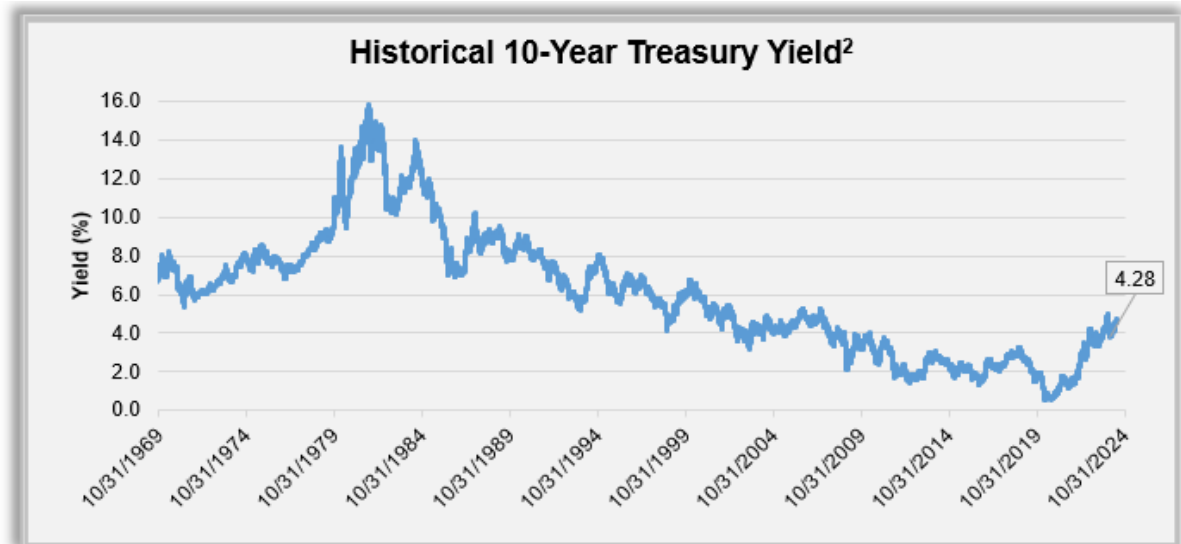
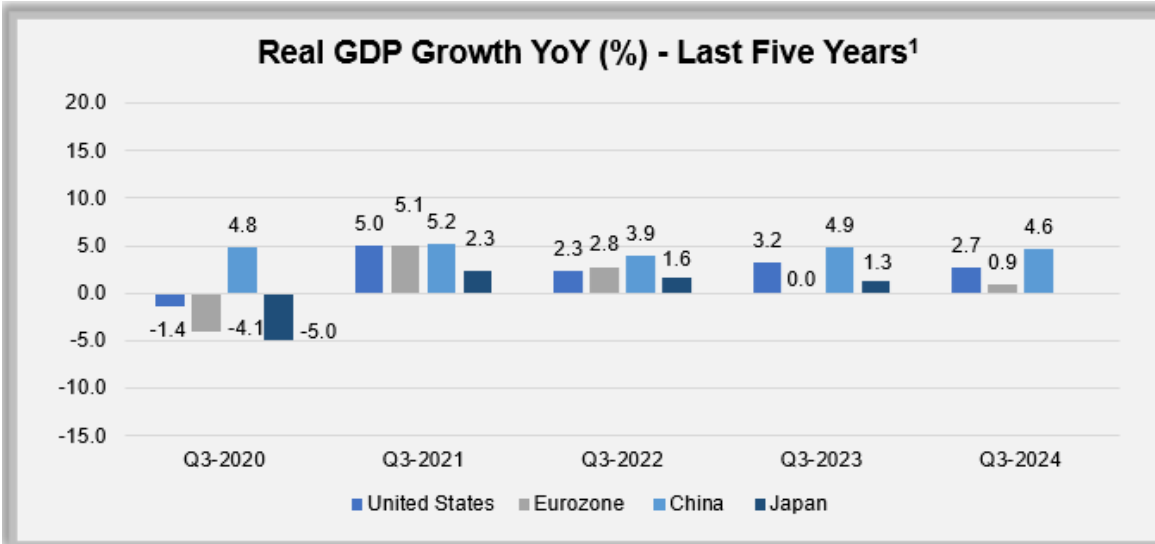


\*\*Investment Grade Bonds Policy Benchmark - Barclays U.S. Aggregate Bond Index

Market	Sub-Category	Index Name	1-Month	3-Month	FYTD	YTD	1 Y	3 Y	5 Y	10 Y
<b>Reference Portfolio</b>	60:40 Equity:Bond Portfolio	60% MSCI ACWI IMI/ 40% Bloomberg U.S. Aggregate Index	-2.4	1.5	3.7	9.7	23.2	2.2	6.5	6.1
<b>Equity</b>	Global All Cap	MSCI ACWI IMI Total Return	-2.3	2.3	4.4	15.1	32.2	4.9	10.7	8.9
	U.S. All Cap	Russell 3000 Total Return	-0.7	3.5	5.4	19.7	37.7	7.6	14.6	12.4
	U.S. Large Cap	S&P 500 Total Return	-0.9	3.7	4.9	21.0	37.9	9.1	15.3	13.0
	U.S. Small Cap	Russell 2000 Total Return	-1.4	-2.2	7.7	9.6	34.0	0.0	8.5	7.9
	Non-U.S. All Cap	MSCI ACWI-ex U.S. IMI Total Return	-5.0	0.3	2.8	8.3	24.2	1.2	5.8	4.9
	Emerging Markets	MSCI Emerging Markets Total Return	-4.4	3.6	3.9	11.7	25.2	-1.4	3.9	3.4
	<b>Private Equity</b>	Private Equity Buyout	Thomson Reuters PE Buyout Index	-2.2	3.7	5.0	28.9	60.9	-0.4	10.7
<b>Fixed Income</b>	U.S. Investment Grade Bonds	Bloomberg U.S. Aggregate Index	-2.5	0.2	2.6	1.9	10.5	-2.2	-0.2	1.5
	U.S. Corporate High Yield Bonds	Bloomberg U.S. Corporate High Yield Total Return	-0.5	2.7	4.7	7.4	16.4	3.0	4.5	4.9
	U.S. Long Term Treasury Bonds	Bloomberg Long Term U.S. Treasury Total Return Index	-5.2	-1.3	2.2	-2.9	15.1	-10.5	-5.1	0.3
	Developed Markets Leveraged Loans	Credit Suisse Leveraged Loan Total Return	0.8	2.2	2.9	7.5	10.5	6.5	5.9	4.9
	U.S. Treasury Inflation Protected Securities	Bloomberg U.S. Treasury TIPS Total Return Index	-1.8	0.5	2.3	3.0	8.6	-1.5	2.2	2.3
	U.S. 3 Month Treasury Bill	FTSE 3 Month Treasury Bill	0.4	1.3	1.8	4.6	5.6	3.8	2.4	1.7
<b>Commodity</b>	Commodity Prices Index	Bloomberg Commodity Index Total Return	-1.9	3.0	-1.2	3.9	-1.2	2.1	7.0	-0.1
	Natural Resources	S&P Global LargeMidCap Commodity & Resources Index	-3.6	-0.4	1.0	2.6	9.3	6.4	10.4	5.7
<b>Infrastructure</b>	Global Infrastructure	Dow Jones Brookfield Global Infrastructure Composite Index	-1.7	4.9	11.4	11.8	25.6	5.0	4.9	4.3
<b>Real Estate</b>	U.S. REITs	MSCI U.S. REIT Index	-2.9	6.1	12.8	12.5	36.4	1.4	4.6	6.5

Source: Bloomberg

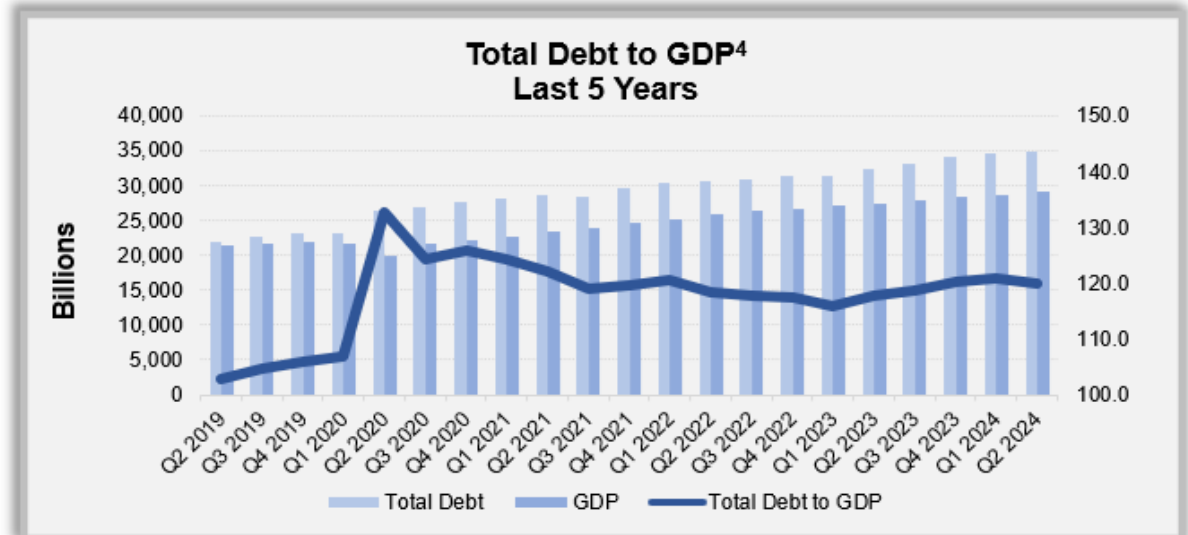
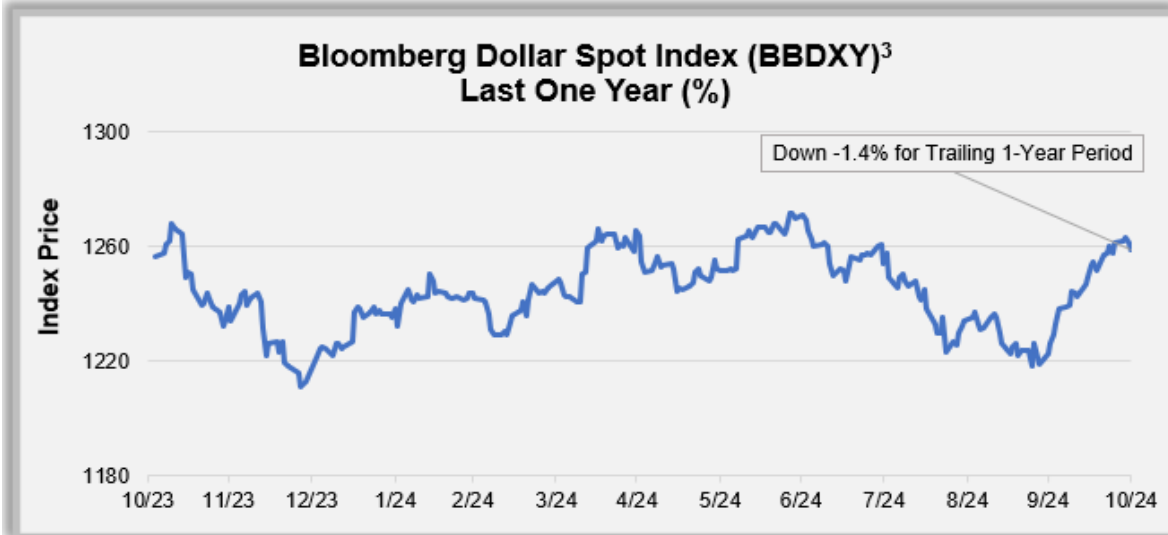
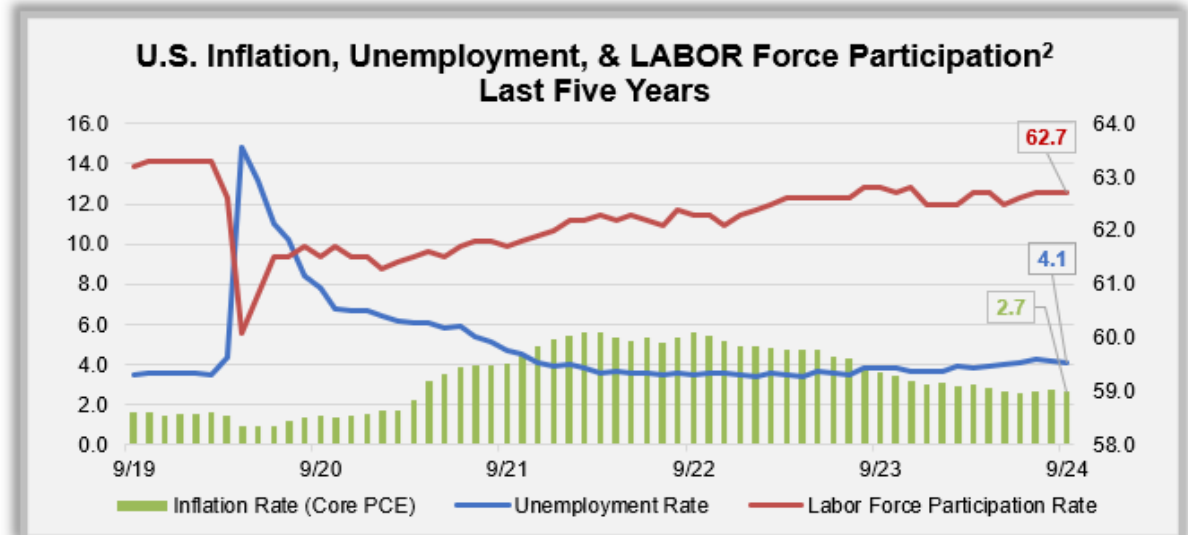
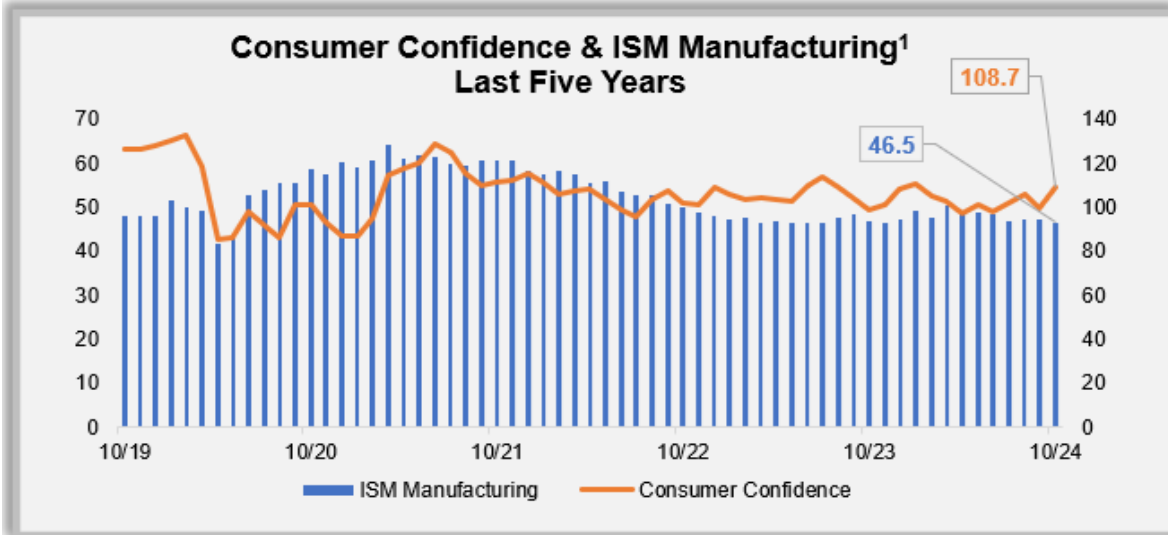
# Key Macro Indicators\*



\*The information on the "Key Macro Indicators" charts is the best available data as of 10/31/24 and may not reflect the current market and economic environment.

Sources: 1. Bloomberg 3. FactSet  
2. St. Louis Federal Reserve 4. FactSet

# Key Macro Indicators\*



Sources: 1. Bloomberg 3. Bloomberg  
2. Bloomberg 4. Office of Management and Budget; St. Louis Federal Reserve

\*The information on the "Key Macro Indicators" charts is the best available data as of 10/31/24 and may not reflect the current market and economic environment.



# 02 Portfolio Performance & Risk Updates

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## Recent Themes

- The International Monetary Fund's World Economic Outlook report for October 2024 indicates “stable but underwhelming global growth, with the balance of risks tilted to the downside”
  - The report cites continued monetary, fiscal, and structural reforms to promote stable growth
- The Federal Reserve is scheduled to meet and consider policy interest rates at the November 6-7 meeting
- The U.S. 10-year Treasury yield ended October at 4.28% after being 3.88% at the end of both 2022 and 2023, 1.52% at the end of 2021, and 0.93% at the end of 2020
- Global equities (MSCI All Country World Investable Index) decreased 2.3% in October

## What to Watch

- Interest rates and central bank actions
- Economic data and trends
  - Inflation, supply chains, and labor developments
- Macro conditions and geopolitical risks
- Artificial intelligence including research developments, applications, and infrastructure investment
- Stewardship and ESG-related developments
  - Corporate DEI efforts continue with 97% of S&P500 companies disclosing aggregate employee demographics in 2024, up from 93% in 2023\*

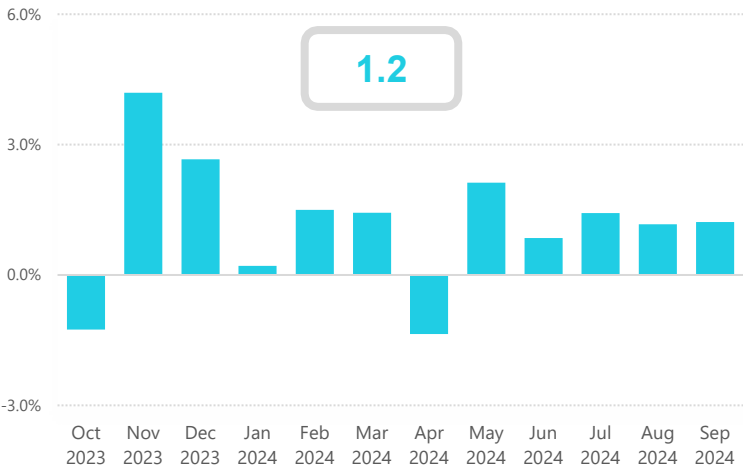
\* [www.teneo.com/insights/articles/the-state-of-sustainability-in-2024-dei-will-survive](https://www.teneo.com/insights/articles/the-state-of-sustainability-in-2024-dei-will-survive)



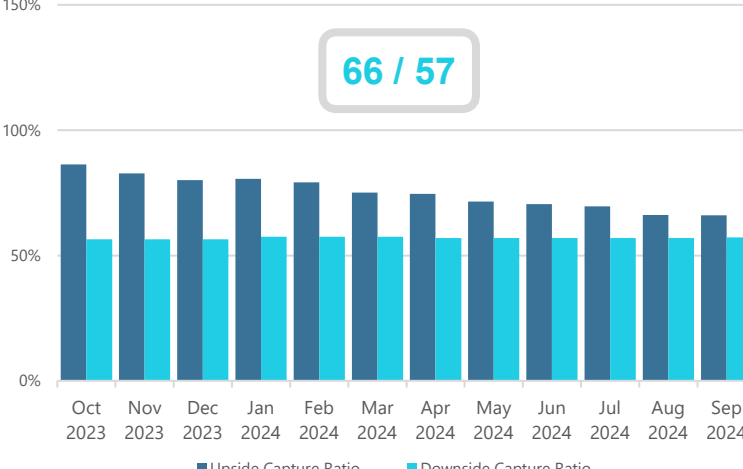
# Total Fund Summary as of September 2024



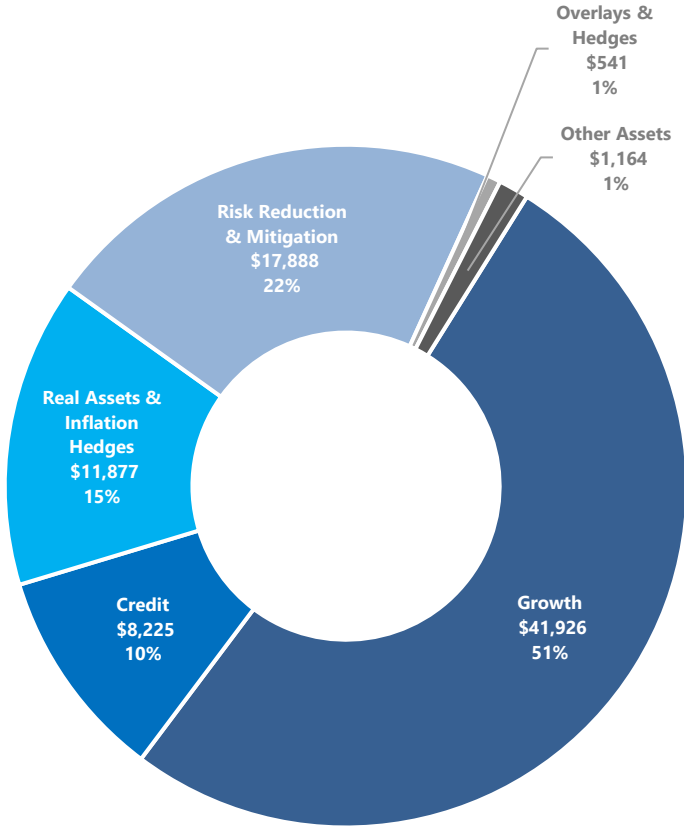
Monthly Return (net)



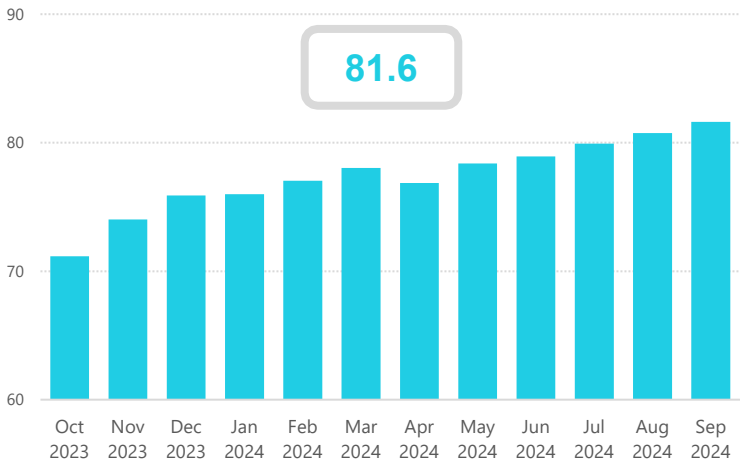
Upside / Downside Capture (%)<sup>1</sup>



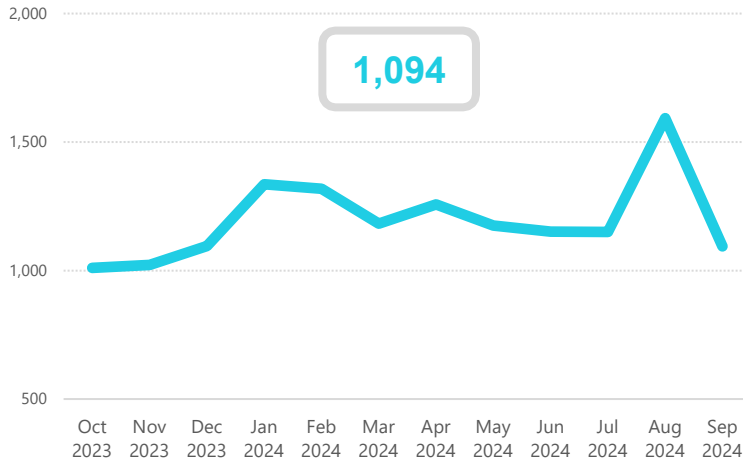
Asset Allocation (\$ millions)<sup>2</sup>



Total Market Value (\$ billions)



Cash (\$ millions)



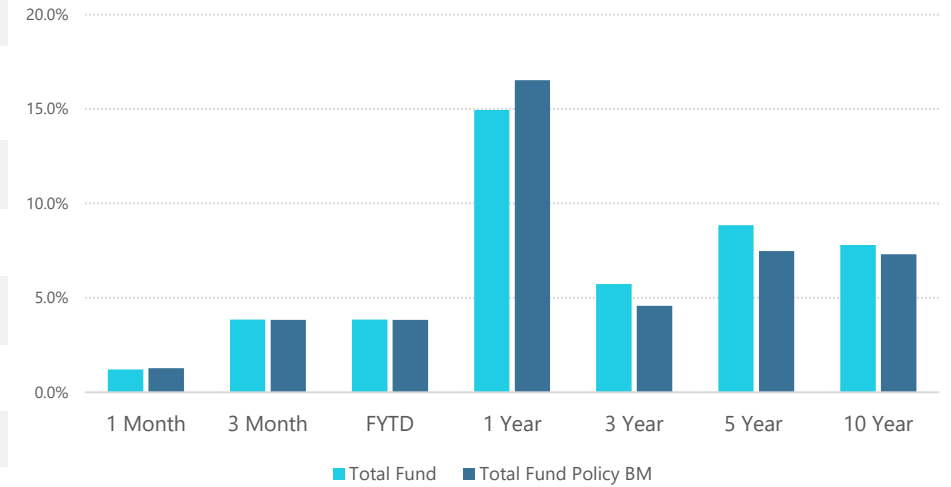
<sup>1</sup> Reference portfolio = 60% MSCI ACWI IMI / 40% Bloomberg US Aggregate Bond Index  
<sup>2</sup> Other Assets include receivables due to deferred sales and rebalancing activity pending settlement.

# Historical Net Performance as of September 2024



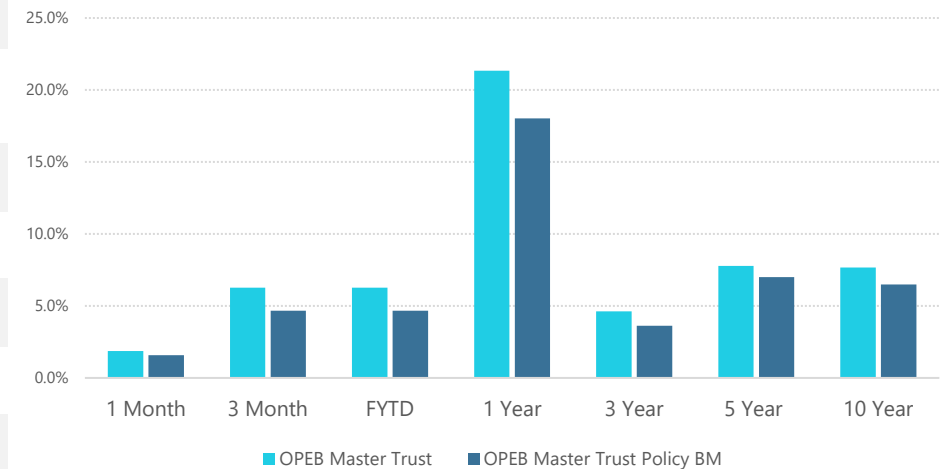
## LACERA Pension Fund

	Market Value (\$ mm)	% of Total Fund	Interim Target	1 Month	3 Month	FYTD	1 Year	3 Year	5 Year	10 Year
<b>Total Fund</b>	<b>81,621</b>	<b>100.0%</b>	<b>100.0%</b>	<b>1.2%</b>	<b>3.9%</b>	<b>3.9%</b>	<b>15.0%</b>	<b>5.7%</b>	<b>8.9%</b>	<b>7.8%</b>
Total Fund Policy BM				1.3%	3.8%	3.8%	16.5%	4.6%	7.5%	7.3%
7% Annual Hurdle Rate				0.6%	1.7%	1.7%	7.0%	7.0%	7.0%	7.0%
<b>Growth</b>	<b>41,926</b>	<b>51.4%</b>	<b>50.5%</b>	<b>1.6%</b>	<b>4.7%</b>	<b>4.7%</b>	<b>20.0%</b>	<b>7.4%</b>	<b>13.0%</b>	
Growth Policy BM				2.1%	5.1%	5.1%	24.8%	7.0%	12.0%	
<b>Credit</b>	<b>8,225</b>	<b>10.1%</b>	<b>12.0%</b>	<b>0.8%</b>	<b>3.6%</b>	<b>3.6%</b>	<b>16.0%</b>	<b>6.8%</b>	<b>7.0%</b>	
Credit Policy BM				1.0%	2.8%	2.8%	11.8%	3.8%	4.4%	
<b>Real Assets &amp; Inflation Hedges</b>	<b>11,877</b>	<b>14.6%</b>	<b>16.0%</b>	<b>0.8%</b>	<b>2.6%</b>	<b>2.6%</b>	<b>4.0%</b>	<b>4.3%</b>	<b>5.3%</b>	
Real Assets & Inflation Hedges Policy BM				-0.9%	-0.1%	-0.1%	1.2%	2.4%	4.6%	
<b>Risk Reduction &amp; Mitigation</b>	<b>17,888</b>	<b>21.9%</b>	<b>21.5%</b>	<b>1.0%</b>	<b>4.1%</b>	<b>4.1%</b>	<b>10.6%</b>	<b>-0.3%</b>	<b>1.4%</b>	
Risk Reduction & Mitigation Policy BM				1.2%	4.4%	4.4%	11.1%	-0.5%	0.9%	
<b>Overlays &amp; Hedges</b>	<b>541</b>	<b>0.7%</b>								
<b>Other Assets</b>	<b>1,164</b>	<b>1.4%</b>								



## OPEB Trust

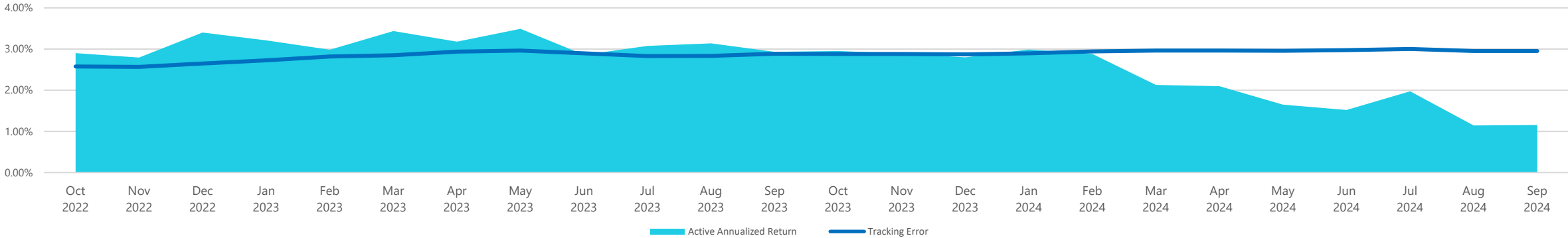
	Market Value (\$ mm)	% of Master Trust	Interim Target	1 Month	3 Month	FYTD	1 Year	3 Year	5 Year	10 Year
<b>OPEB Master Trust</b>	<b>4,371</b>			<b>1.9%</b>	<b>6.3%</b>	<b>6.3%</b>	<b>21.3%</b>	<b>4.6%</b>	<b>7.8%</b>	<b>7.7%</b>
OPEB Master Trust Policy BM				1.6%	4.7%	4.7%	18.0%	3.6%	7.0%	6.5%
6% Annual Hurdle Rate				0.5%	1.47%	1.5%	6.0%	6.0%	6.0%	6.0%
<b>OPEB Growth</b>	<b>1,999</b>	<b>45.7%</b>	<b>45.0%</b>	<b>2.2%</b>	<b>6.7%</b>	<b>6.7%</b>	<b>31.0%</b>	<b>7.6%</b>	<b>12.1%</b>	
OPEB Growth Policy BM				2.3%	6.4%	6.4%	30.0%	7.2%	11.7%	
<b>OPEB Credit</b>	<b>739</b>	<b>16.9%</b>	<b>17.0%</b>	<b>1.3%</b>	<b>4.1%</b>	<b>4.1%</b>	<b>11.9%</b>	<b>4.0%</b>	<b>4.0%</b>	
OPEB Credit Policy BM				1.0%	2.8%	2.8%	11.8%	3.8%	4.2%	
<b>OPEB Real Assets &amp; Inflation Hedges</b>	<b>713</b>	<b>16.3%</b>	<b>16.5%</b>	<b>2.3%</b>	<b>8.7%</b>	<b>8.7%</b>	<b>18.2%</b>	<b>1.9%</b>	<b>3.9%</b>	
OPEB RA & IH Policy BM				0.6%	0.9%	0.9%	2.8%	-1.4%	2.2%	
<b>OPEB Risk Reduction &amp; Mitigation</b>	<b>919</b>	<b>21.0%</b>	<b>21.5%</b>	<b>1.4%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>12.2%</b>	<b>-0.6%</b>	<b>0.7%</b>	
OPEB RR & M Policy BM				1.4%	5.4%	5.4%	12.0%	-1.3%	0.2%	
<b>OPEB HL PM Cash</b>	<b>0</b>	<b>0.0%</b>								



# Active and Excess Return as of September 2024



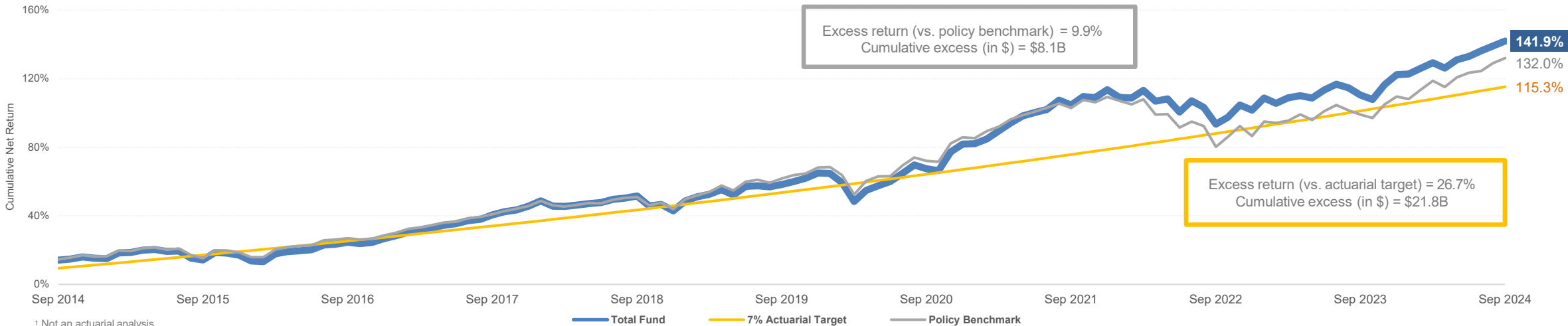
Active Return vs. Tracking Error<sup>1,2,3</sup>



Period Ending	Annualized Return	Annualized Benchmark Return	Annualized Active Return	Tracking Error
Sep 2024	5.7%	4.6%	1.2%	3.0%

<sup>1</sup> Rolling 36 months.  
<sup>2</sup> Active return equals the difference in return between a portfolio and its benchmark.  
<sup>3</sup> Tracking error (or active risk) measures the volatility of active returns.

Excess Return<sup>1</sup>



<sup>1</sup> Not an actuarial analysis.

# Total Fund Forecast Volatility as of September 2024\*



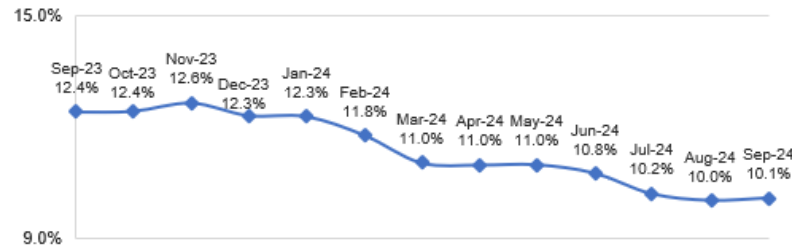
**TOTAL FUND VOLATILITY**

**10.1%**

**BENCHMARK VOLATILITY**

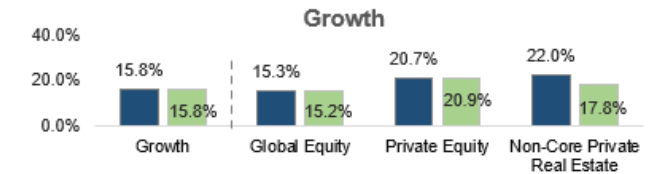
**10.0%**

## Forecasted Total Fund Volatility Trend

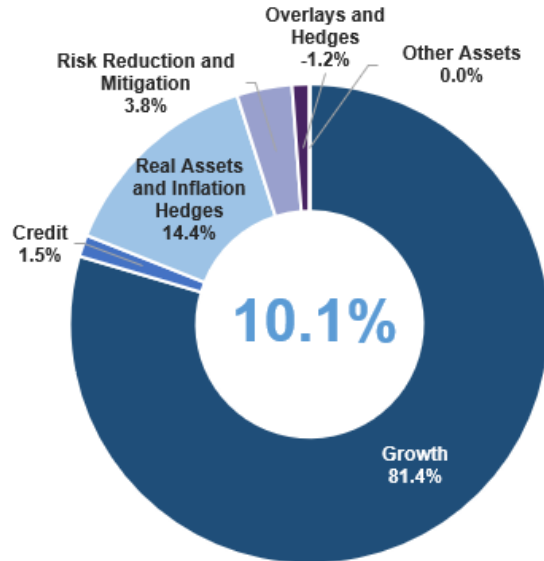


## Subcategory Volatility

1 Subcategory volatility is on the left bar and benchmark risk is on the right bar.

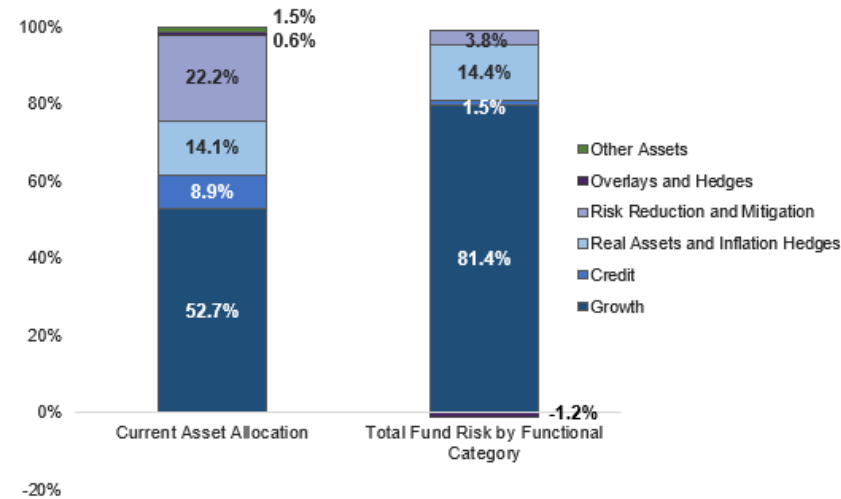


## Functional Category Contributions to Total Fund Volatility

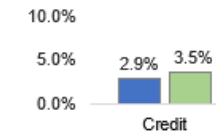


## Total Fund Asset Allocation

Capital-based versus Risk-based



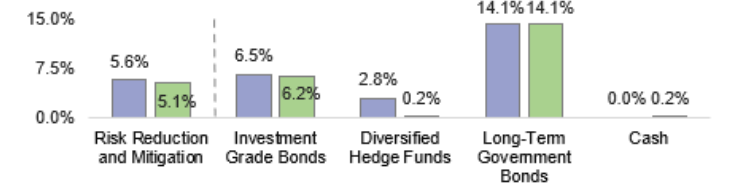
## Credit



## Real Assets and Inflation Hedges



## Risk Reduction and Mitigation



Source: MSCI BarraOne

\* Real estate and private equity data is based on best available cash flow adjusted market values. Exposure data is based on security level holdings and/or proxies.

# Total Fund Forecast Tracking Error as of September 2024\*



**TOTAL FUND TRACKING ERROR**

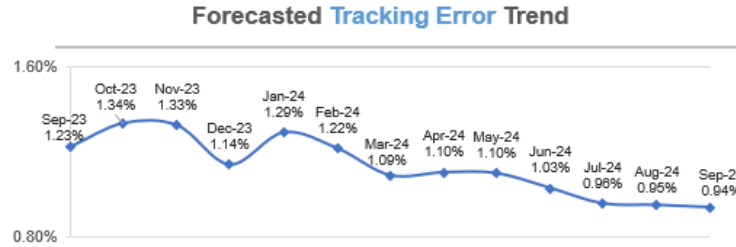
**0.94%**

**ALLOCATION RISK**

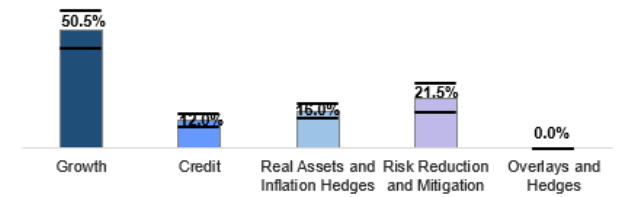
**0.11%**

**SELECTION RISK**

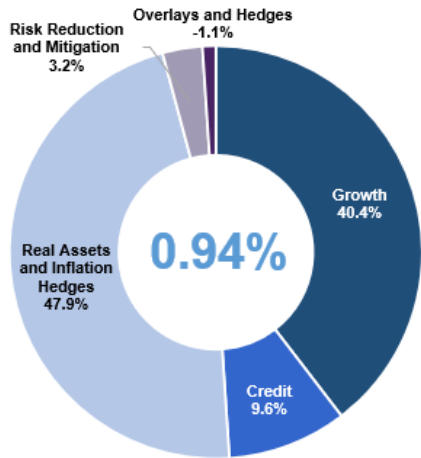
**0.82%**



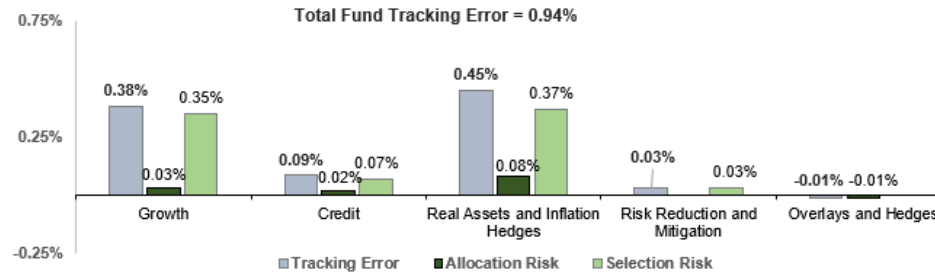
Policy Target Weight for each Functional Category Maximum and Minimum Bands



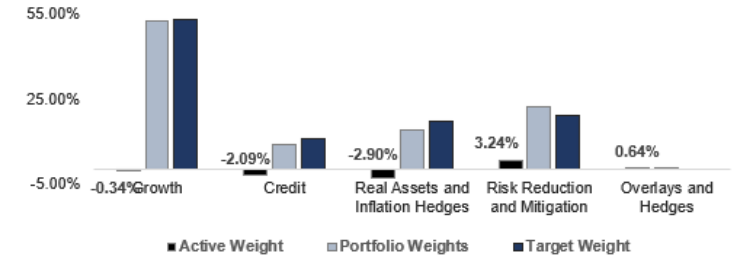
Functional Category Contributions to Tracking Error



Tracking Error Attribution



Active Weights for each Functional Category



Subcategory Tracking Error

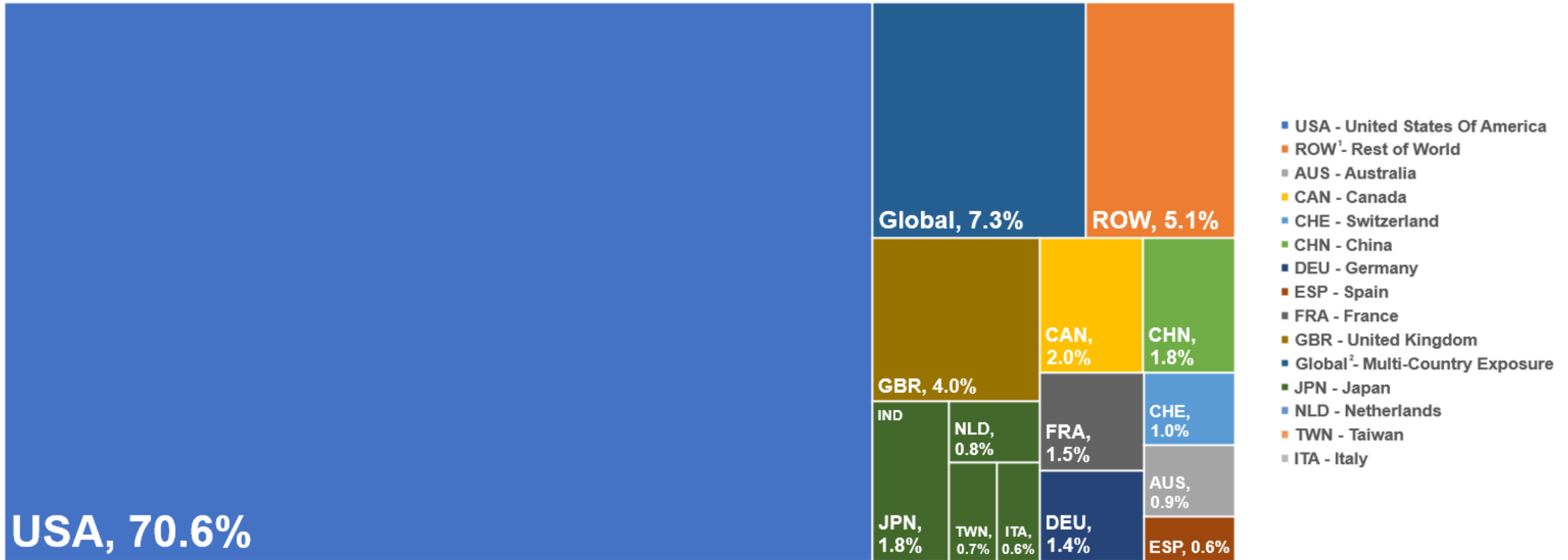
Total Fund	Global				Credit	Real Assets and Inflation Hedges				Risk Reduction and Mitigation					
0.94%	1.09%	0.49%	2.94%	7.50%	0.03	3.73%	3.76%	4.55%	9.22%	0.06%	0.89%	0.42%	2.80%	0.03%	0.19%
Total Fund	Growth	Global Equity	Private Equity	Non-Core Private Real Estate	Credit	Real Assets and Inflation Hedges	Core Private Real Estate	Natural Resources	Infrastructure	TIPS	Risk Reduction and Mitigation	Investment Grade Bonds	Diversified Hedge Funds	Long-Term Government Bonds	Cash

Source: MSCI BarraOne

\* Real estate and private equity data is based on best available cash flow adjusted market values. Exposure data is based on security level holdings and/or proxies.

# Geographic Exposures by AUM

Total Fund as of September 2024\* Ex-Overlays and Hedges



- USA - United States Of America
- ROW<sup>1</sup> - Rest of World
- AUS - Australia
- CAN - Canada
- CHE - Switzerland
- CHN - China
- DEU - Germany
- ESP - Spain
- FRA - France
- GBR - United Kingdom
- Global<sup>2</sup> - Multi-Country Exposure
- JPN - Japan
- NLD - Netherlands
- TWN - Taiwan
- ITA - Italy

AUM = Assets under management.

Geographic exposure is based on the domicile country of a given security/asset.

\* Implementation of the MSCI Risk Platform is ongoing; reconciliation and refinement of the data is progressing and subject to change.

Real Estate and Private Equity data is based on best available cash flow adjusted market values. Exposure data is based on security level holdings and/or proxies.

<sup>1</sup> "ROW - Rest of World" is sum of countries with weights below 0.5%.

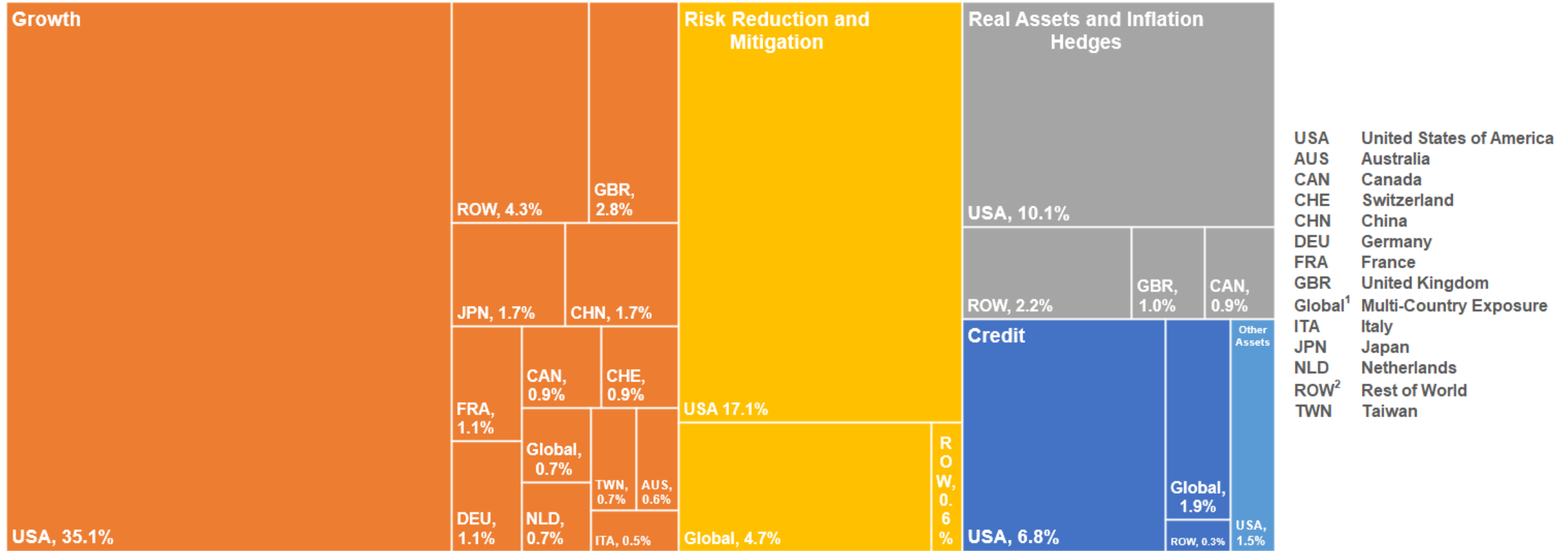
<sup>2</sup> Global represents investments made in regions where specific country allocations are not available.

SOURCE: MSCI BarraOne



# Geographic Exposures by AUM

## Functional Categories as of September 2024\* Ex-Overlays and Hedges



AUM = Assets under management.

Geographic exposure is based on the domicile country of a given security/asset.

\* Implementation of the MSCI Risk Platform is ongoing; reconciliation and refinement of the data is progressing and subject to change.

Real Estate and Private Equity data is based on best available cash flow adjusted market values. Exposure data is based on security level holdings and/or proxies.

<sup>1</sup> Global represents investments made in regions where specific country allocations are not available.

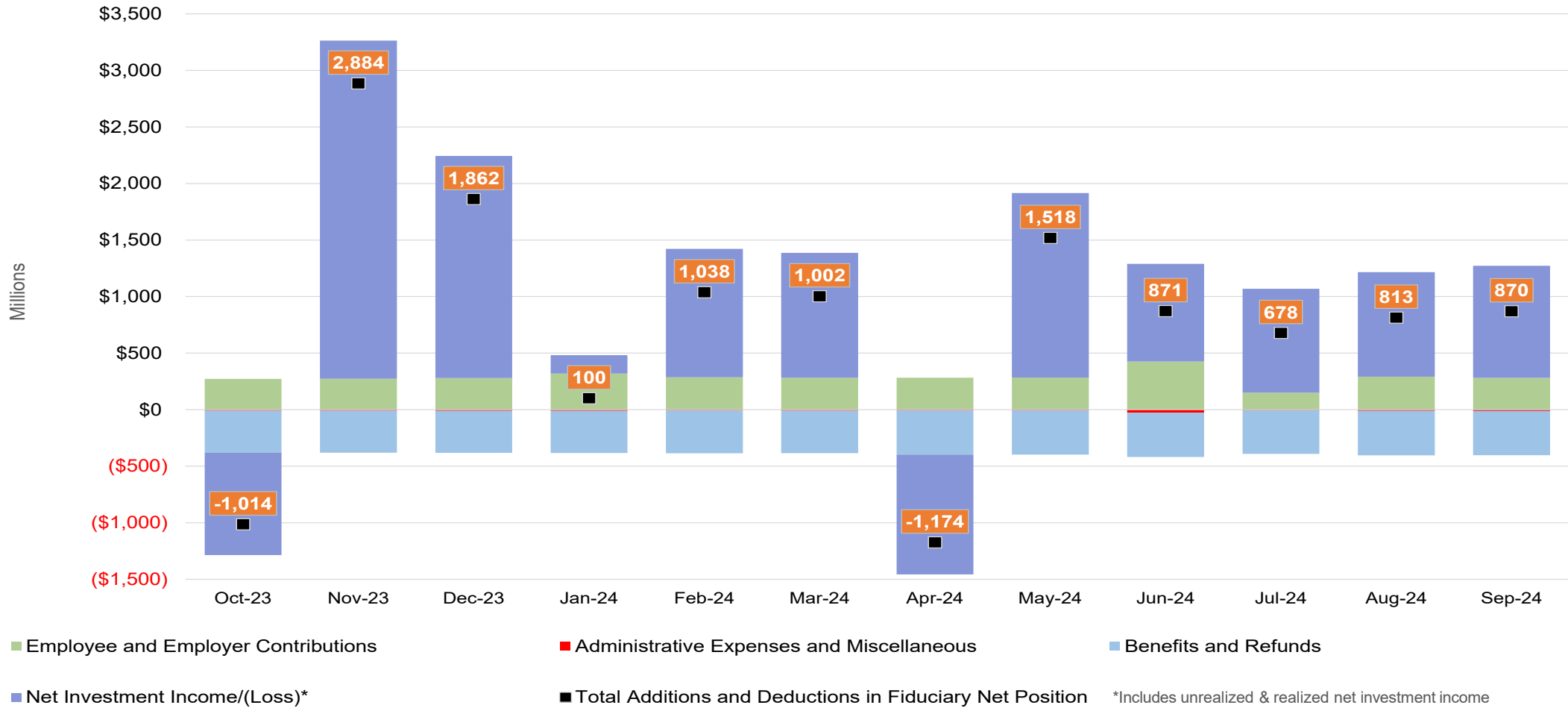
<sup>2</sup> "ROW - Rest of World" is sum of countries with weights below 0.5%.

SOURCE: MSCI BarraOne

# Change In Fiduciary Net Position



**Additions and Deductions in Fiduciary Net Position (Unaudited)**



Fiscal Year	Negative Months	Positive Months	Total Net Position Change \$
FY-23	5	7	\$3.3 billion
FY-24	4	8	\$5.2 billion
FY-25	0	3	\$2.4 billion



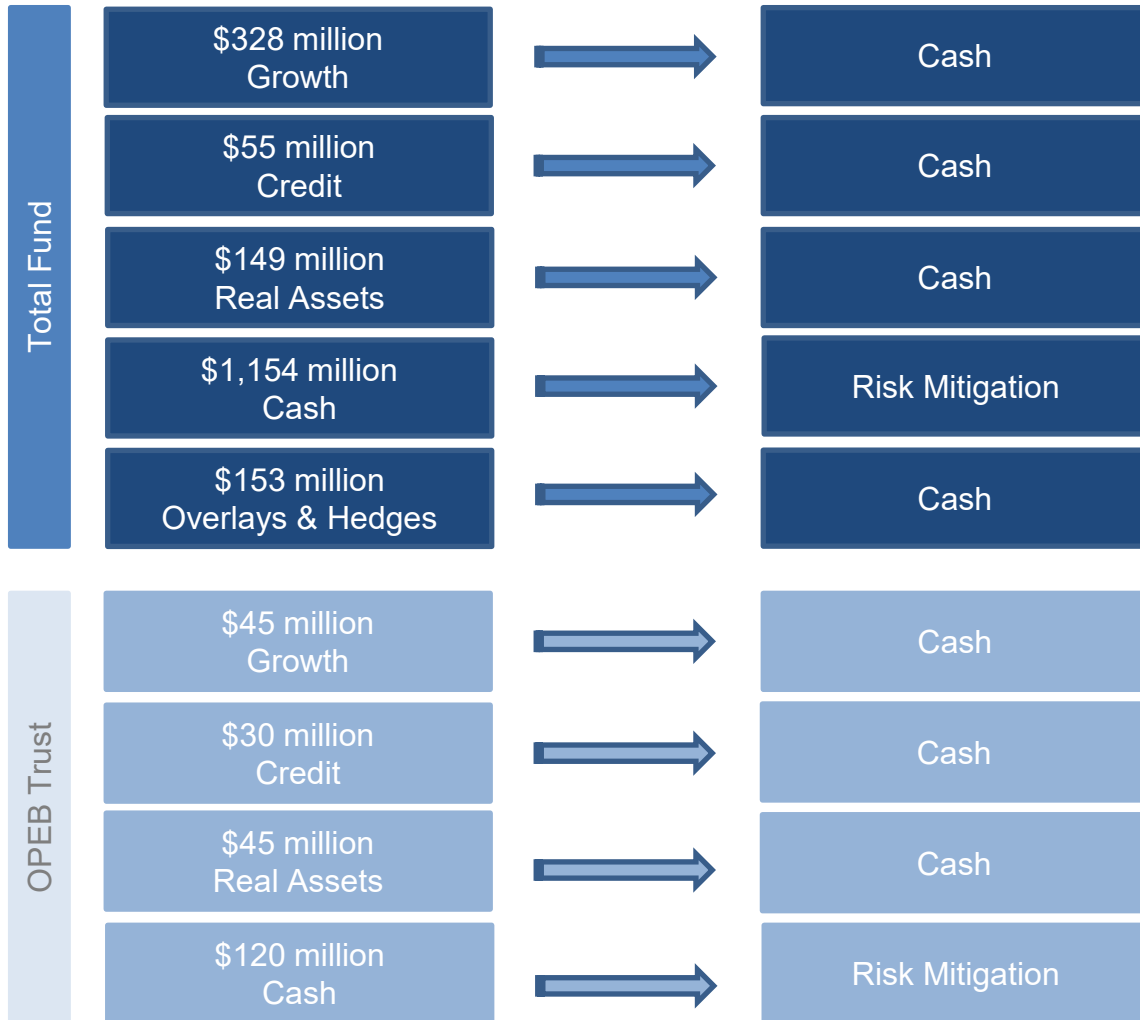
# 03 Portfolio Structural Updates

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# Portfolio Structural Updates



## Rebalancing Activity



## Overlays & Hedges

### Monthly Activity

Program	September Return	September Gain/(Loss)	Inception <sup>1</sup> Gain/(Loss)
Currency Hedge <sup>2</sup>	-0.5%	(\$47.2 Million)	\$1.5 Billion
Cash / Rebalance Overlay <sup>3</sup>	0.9%	\$31.4 Million	\$566.6 Million

<sup>1</sup> Currency and overlay program inception dates are 8/2010 & 7/2019, respectively.

<sup>2</sup> LACERA's currency hedge program's 1-month return is calculated monthly whereas the monthly gain/loss amount for the same period is the net realized dollar amount at contract settlement over three monthly tranches.

<sup>3</sup> LACERA's overlay program's 1-month return includes interest earned on the cash that supports the futures contracts.

## Current Search Activity

### Status of Active Searches – Subject to Change

Name	RFP Issued	Due Diligence	Selection/ Review
Risk and Analytics System, and ESG Research Services Search	✓	✓	Nov 2024
Real Assets Emerging Manager Program Separate Account Manager Search	✓	✓	Q4



# 04 Key Initiatives & Operational Updates

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# Notable Initiatives and Operational Updates



## Key Initiative Updates

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- The April 2024 approved Strategic Asset Allocation implementation is in progress
- Adhering to the BOI-approved 2024 Work Plan and Strategic Initiatives
- The 2025 Work Plan and Strategic Initiatives is under development

## Team Searches and Vacancies

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- Principal Investment Officer
- 2 – Senior Investment Officer
  - 1 in progress
- 3 – Financial Analyst-III
  - 2 in progress
- 1 – Financial Analyst-II

## Operational Updates

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- Annual LACERA T.I.D.E. data collection exercise has begun
- The Annual Contract Compliance project has started
- Development of the annual fee report is underway

# Manager/Consultant Updates



- Capital Group – Global Equities – Informed LACERA that Samir Parekh and Lisa Thomson were added as portfolio managers for the LACERA international equity portfolio effective October 2024.
- Aermont Capital – Real Estate – Leon Bressler, the former Chairman passed away. In April 2023, Leon Bressler promoted Paul Golding to Managing Partner of the firm as part of the succession planning. Paul Golding is supported by Nathan Shike, Alison Trewartha, Henning Richter, and Samuel Kreber.
- TPG-Angelo Gordon – Real Estate – Informed LACERA that co-Managing Partner Josh Baumgarten will leave the firm to pursue other opportunities. Mr. Baumgarten was responsible for leading the firm’s debt platform. There are no changes to the leadership of the equity platform in which LACERA is invested.
- CBRE Investment Management – Core Real Estate – Informed LACERA that Larissa Belova, Lead Portfolio Manager of the CBRE U.S. Core Partners Fund (USCP) which LACERA is invested in had departed. In succession, Elisabeth (Liz) Troni, an internal appointment has assumed the role of Lead Portfolio Manager for the Fund.



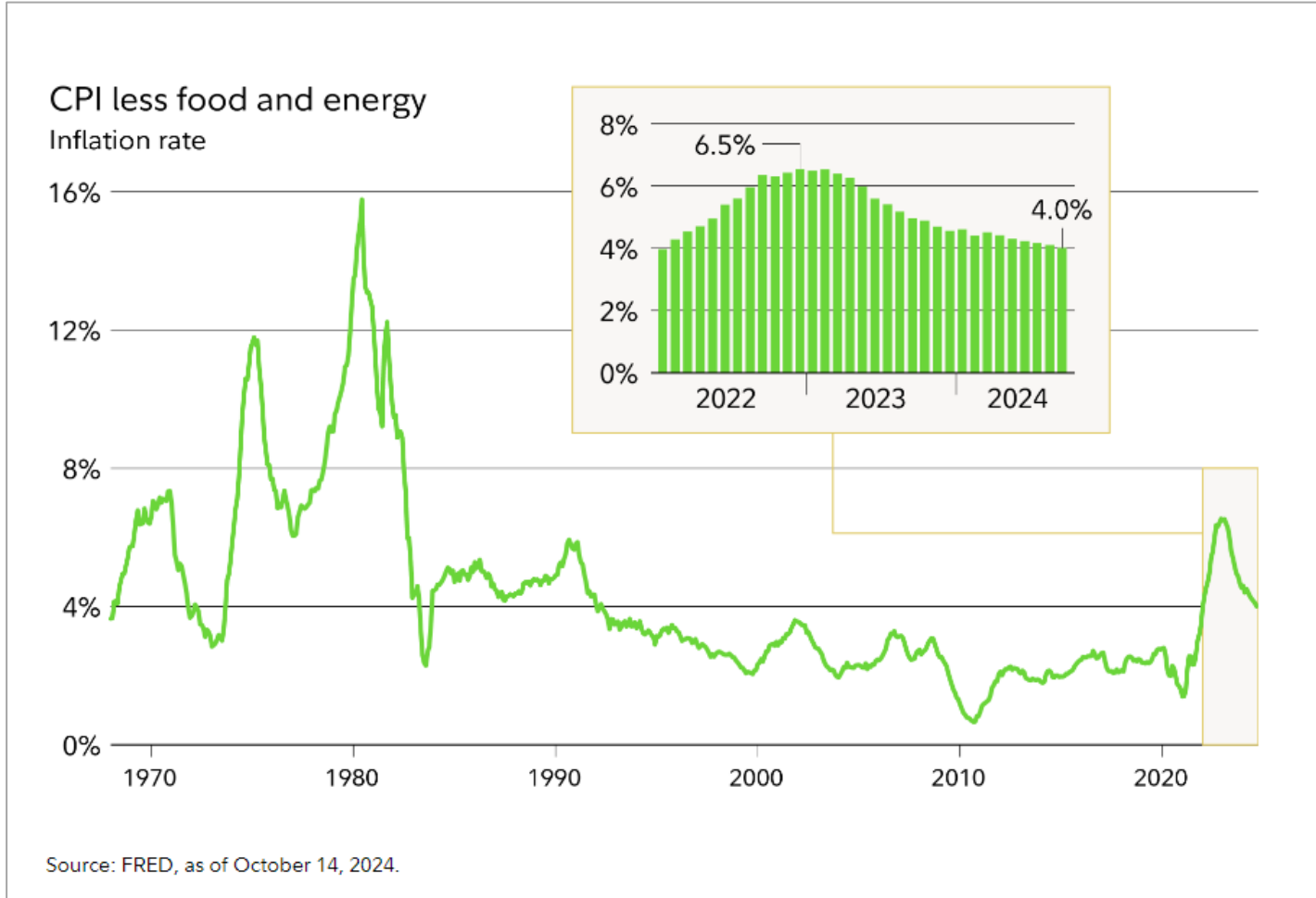
# 05 **Commentary**

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# Staff Chart of the Month

## The Consumer Price Index Less Food and Energy has Trended Lower



Source: Fidelity.

**The Sticky Price Consumer Price Index (CPI)** is a measure that tracks the price changes of goods and services that adjust their prices relatively infrequently. This index is calculated from a subset of items in the overall CPI, focusing on those that change prices slowly.



# 06 Appendix

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# Quiet Period for Search Respondents



## Real Assets Emerging Manager Program Discretionary Separate Account Manager

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- ✓ ORG Portfolio Management
- ✓ Barings
- ✓ Belay Investment Group
- ✓ Hamilton Lane
- ✓ Cambridge Associates
- ✓ Seed Partners
- ✓ Stable Asset Management
- ✓ Wafra Inc.
- ✓ Artemis Real Estate Partners
- ✓ Aether Investment Partners
- ✓ Neuberger Berman Group
- ✓ The Townsend Group
- ✓ BGO Strategic Capital Partners
- ✓ BlackRock
- ✓ StepStone
- ✓ GCM Grosvenor

## Risk and Analytics System, and ESG Research Services Search

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- ✓ BlackRock Financial Management Inc.
- ✓ Barra, LLC
- ✓ Bloomberg Finance L.P.
- ✓ Clearwater Analytics
- ✓ eVestment Alliance, LLC
- ✓ FactSet Research Systems Inc.
- ✓ ISS STOXX GmbH
- ✓ MSCI ESG Research LLC
- ✓ Northfield Information Systems, Inc.
- ✓ Solovis, Inc.



# Recognizing Our Members' Service and Accomplishments

LACERA has nearly 100,000 active members working in dozens of L.A. County departments, many of whom dedicate their entire working lives to serving the community. Meet one of our long-serving members as he prepares to enjoy his well-earned retirement.



# Retiring Member Garrett Schiaretti

**Fire Captain, LA County Fire Department**

**Years of Service: 32**

**Notable Contributions:** Captain Schiaretti has served the Pomona Fire Department and L.A. County Fire Department proudly for 32 years, responding to medical emergencies, structure fires, and car accidents. He was inspired to join the Fire Department thanks to his neighbor Gary, while he was growing up. It is his utmost joy to see his three sons choose careers with the fire department as well.

**Passions and Retirement Plans:** Schiaretti is looking forward to spending a few months in Europe with his wife and completing their home renovations upon retirement. He also enjoys golfing, boating, hiking at national parks, and taking travel trailer road trips.

MEMBER **SPOTLIGHT**





October 28, 2024

TO: Each Trustee,  
Board of Retirement  
Board of Investments

FROM: Santos H. Kreimann *SHK*  
Chief Executive Officer

SUBJECT: **CHIEF EXECUTIVE OFFICER'S REPORT – NOVEMBER 2024**

The following Chief Executive Officer's Report highlights key operational and administrative activities that have taken place during the past month.

### **2024 General Member Election Final**

LACERA congratulates Aleen Langton on officially being elected to fill both the positions on the Board of Retirement and the Board of Investments. The Board of Supervisors officially confirmed and ratified the election results during their meeting on October 8, 2024.

### **Management Offsite**

The Executive Office has confirmed the date and location of our management offsite. The offsite will be held at the Huntington Library in San Marino, CA on November 19, 2024. The theme of the offsite is, Course Charted: Navigating to Our Goal. The focus for the Management Offsite will be to share, collaborate, and engage attendees on our progress towards accomplishing the objectives outlined within LACERA's 2023-2028 Strategic Plan and identify opportunities for improvement.

### **Retiree Healthcare**

#### *Retiree Healthcare Lifetime Maximum*

The Los Angeles County CEO is recommending to the Board of Supervisors an increase to the Lifetime Maximum Benefit from \$1 million to \$1.5 million, effective with the July 1, 2025 renewal period. This item is scheduled to be heard at the County Operations Cluster meeting on October 30, 2024. Following this, it will be considered for approval by the Board of Supervisors at a public meeting in November 2024. LACERA does not anticipate any opposition to this proposal, but will continue to strongly advocate for the complete removal of the cap in the future.

#### *Kaiser Permanente Privacy Breach Affects Patients in Southern California Region*

On October 15<sup>th</sup>, staff received notification from Kaiser Permanente of a privacy breach that affected patients throughout Southern California and, more specifically, approximately 440 people on LACERA's Kaiser Permanente plan.

Because the breach affected more than 500 individuals, Kaiser Permanente plans to inform the media and will post a notice on the Southern California kp.org site on or around November 1, 2024.

Affected patients will also be sent breach notifications via letter or email (see attached) on a rolling basis starting on or around October 16, 2024.

Information about the breach:

- On September 3, 2024, Kaiser Permanente discovered that an unauthorized party gained access to the Kaiser Permanente email accounts of two employees.
- Upon learning of the incident, Kaiser Permanente terminated the unauthorized access and immediately began an investigation to determine the scope of the access.
- The protected health information potentially accessed and/or viewed included first and last name, date of birth, medical record number and medical information.
- Social Security numbers and financial information were not included in the records that the unauthorized party accessed.
- Kaiser Permanente does not have any evidence of identity theft or misuse of protected health information because of this incident.
- Kaiser Permanente is reporting these facts to federal and state agencies to meet their obligations under applicable laws and regulations.
- Kaiser Permanente took steps to terminate the unauthorized party's access to the employee's emails. This included resetting the employee's email account password. Kaiser Permanente is taking appropriate steps to prevent this type of incident from recurring including, but not limited to, strengthening internal practices and controls.
- Kaiser Permanente apologized that this incident occurred, stating that they take the trust we place in them very seriously and work to ensure that trust is upheld in every interaction.

*Kaiser Permanente – National Union of Healthcare Workers Strike Update*

On October 21, 2024, the National Union of Healthcare Workers (NUHW) began an open-ended work stoppage (strike) at various Kaiser Permanente facilities across Southern California. NUHW represents non-physician mental health and addiction primary therapists, as well as other mental health care professionals in Southern California.

The NUHW notified Kaiser Permanente of their intent on October 10, 2024. The following day, October 11, 2024, Kaiser Permanente notified staff and sent texts and emails to members with appointments scheduled between October 21 and November 4, 2024

Kaiser and NUHW have been negotiating since July 2024. The duration of the strike is open-ended and is likely to last until a tentative agreement is reached. On October 23, 2024, our Account Executive Manager provided an update, indicating that bargaining sessions were scheduled on October 23<sup>rd</sup> and October 25<sup>th</sup>.

Kaiser Permanente assured staff that they have comprehensive plans in place to minimize any potential disruptions and that they will continue to provide mental health services during the strike to ensure prompt care. There may be certain mental health appointments that may need to be rescheduled. If a change of appointment is necessary, they will notify patients in advance.

Unfortunately, Kaiser Permanente is unable to tell us how many LACERA members this may be affecting.

As more information becomes available, staff will continue to keep the Board informed.

SHK  
CEO Report November 2024.doc

**Attachments**





## NOTICE OF DATA BREACH

[DATE]

[name]  
[address]  
[city, state zip]

Dear [name],

We are writing to inform you about a health information privacy matter that occurred in August and September 2024.

### **What Happened?**

On September 3, 2024, Kaiser Permanente discovered that an unauthorized party gained access to the Kaiser Permanente email accounts of two employees. Upon learning of the incident, we terminated the unauthorized access and immediately began an investigation to determine the scope of the access. After validating the email contents, we determined that some of your protected health information was involved.

We apologize that this incident occurred. We take the trust you place in us very seriously and work to ensure that trust is upheld in every interaction.

### **What Information Was Involved?**

The protected health information potentially accessed and/or viewed included your first and last name, date of birth, medical record number and medical information. Sensitive information such as your Social Security number and credit card numbers were not included in the information.

### **What We Have Done:**

After discovering the event, we quickly took steps to terminate the unauthorized party's access to the employee's emails. This included resetting the employee's email account password. Kaiser Permanente is taking appropriate steps to prevent this type of incident from recurring including, but not limited to, strengthening internal practices and controls.

### **What You Can Do:**

We do not have any evidence of identity theft or misuse of protected health information as a result of this incident. However, to obtain more information about identity theft and ways to protect yourself, visit the Federal Trade Commission's Identity Theft website at <https://www.identitytheft.gov>.

### **For More Information:**

If you have any questions, concerns, or wish to file a complaint with us, please call 1-800-464-4000, or 711 (TTY), 24 hours a day, 7 days a week, excluding holidays.

Sincerely,

A handwritten signature in cursive script, appearing to read "Kristin Sanchez".

Kristin Sanchez  
Sr. Manager, Privacy, Security, and Technology Compliance  
Kaiser Permanente Ethics & Compliance



# CEO DASHBOARD



November 6, 2024

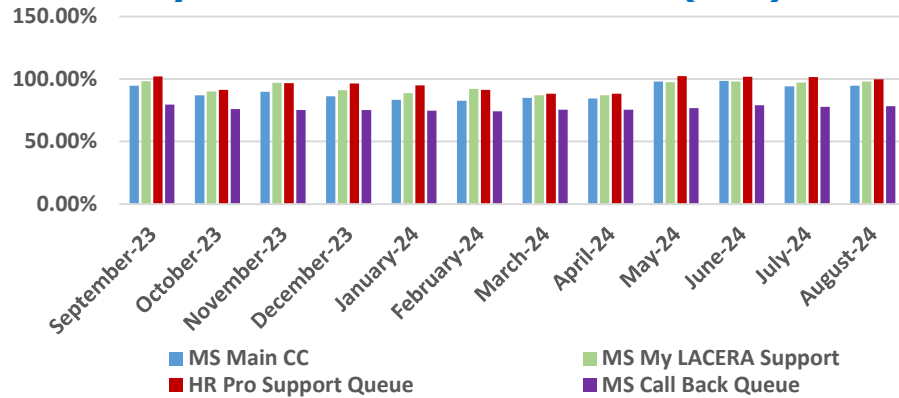


# Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: September 2024

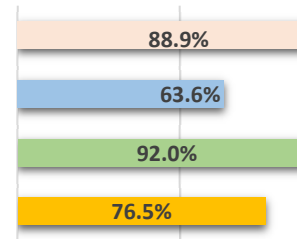
<b>Events / Webinar Attendance</b> Current Mo.: <b>2,697</b> Year-to-Date: 7,814	<b>Events / Webinar</b> Current Mo.: <b>27</b> Year-to-Date: 85	<b>Webinar Satisfaction</b> <b>0%</b>	<b>Member Service Center Satisfaction</b> <b>97.98%</b>	<b>MS Main Queue Total Calls</b> Current Mo. <b>7,546</b> 3 Month Avg. 8,217				
					Resp. Rate	Change	Resp. Rate	Change
					0%	0%	22.5%	1.08%

## Member Service Call Center Queue Key Performance Indicators (KPI)

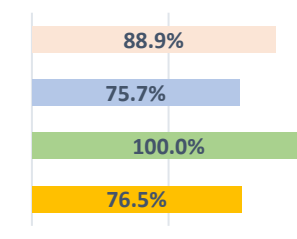


## Key Performance Indicator (Components by Queue)

### MSCC Main Queue



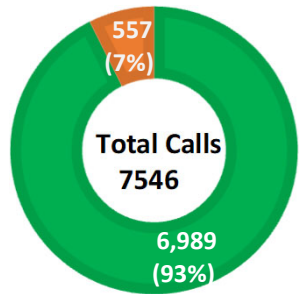
### My LACERA Support Queue



Member Services

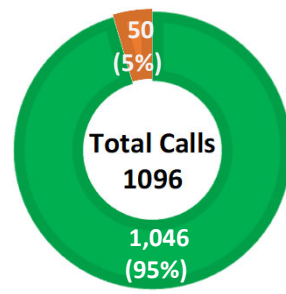
### MSCC MAIN QUEUE

■ Calls Answered ■ Calls Abandoned



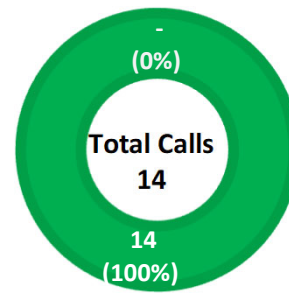
### MY LACERA SUPPORT

■ Calls Answered ■ Calls Abandoned



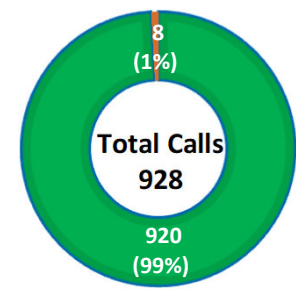
### HR PRO SUPPORT

■ Calls Answered ■ Calls Abandoned



### MS CALL BACK QUEUE

■ Calls Answered ■ Calls Abandoned



Queue KPI:	92.00%	Queue KPI:	96.70%	Queue KPI:	97.50%	Queue KPI:	76.41%
Avg. Speed of Answer	Average Duration	Avg. Speed of Answer	Average Duration	Avg. Speed of Answer	Average Duration	Avg. Speed of Answer	Average Duration
0:03:29	0:17:34	0:00:50	0:12:30	0:00:54	0:11:04	0:09:12	0:14:50



# Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: September 2024

## TOP REASONS MEMBERS CONTACT MEMBER SERVICES

Member Services Call Center

Member Service Center (Outreach)

1. Retirement Counseling

1. Retirement Counseling

2. My LACERA

2. Retiree Healthcare

3. Workshops/Appointments

3. Workshops/Appointments

## Contact Center Email/Secure Message Performance



Emails (welcome@lacera.com):

301

Service Level: 24 Bus. Hours

On Target



Secure Message (My LACERA)

806

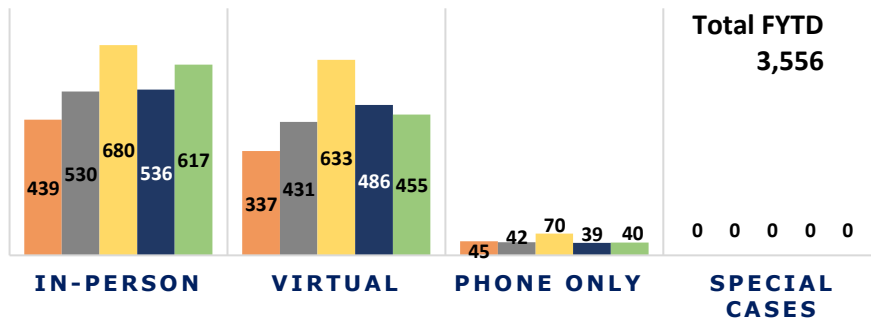
Service Level: 24 Bus. Hours

On Target

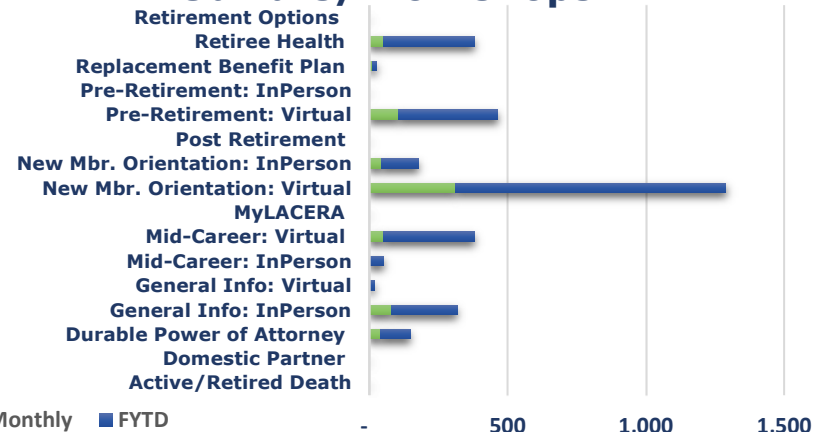
## Member Service Center (Outreach)

### Member Service Center Appointments

May June July August September



### Members Served in Webinars/Workshops



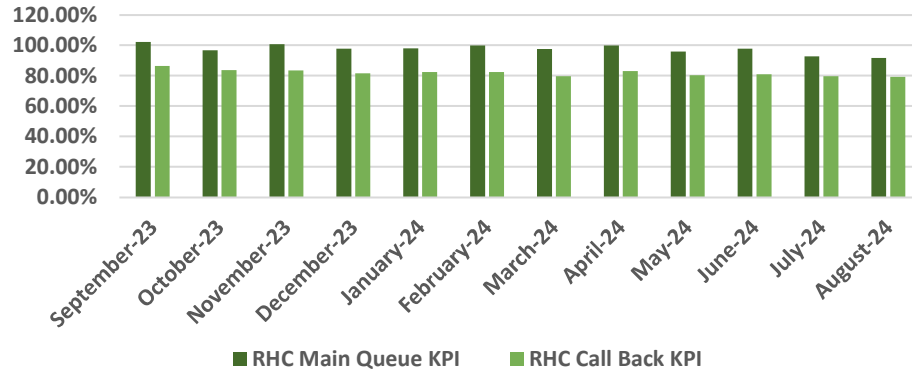
Member Services



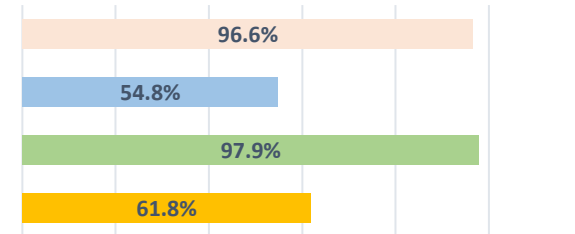
# Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: September 2024

## RHC Call Center Queue Key Performance Indicator (KPI)



## Key Performance Indicator (Components by Queue) Main RHC Call Center Queue

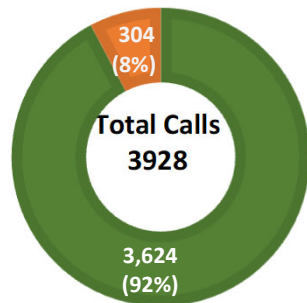


Agent Utilization (Goal:65%)	Grade of Service (Goal: 80% in 60 sec)
After Call Survey (Goal: 90%)	Call Monitoring (Goal: 95%)

Retiree Healthcare

### RHC MAIN QUEUE

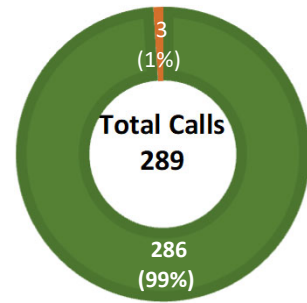
Calls Answered Calls Abandoned



Queue KPI:	93.30%
Avg. Speed of Answer	Average Duration
0:03:54	0:13:26

### RHC CALL BACK QUEUE

Calls Answered Calls Abandoned



Queue KPI:	79.20%
Avg. Speed of Answer	Average Duration
0:12:10	0:10:25

### TOP RHC CALL TOPICS

1. Medical/Dental Enrollments
2. Insurance Benefits
3. General Inquiries

### RHC Email/Secure Message Performance



Emails (healthcare@lacera.com): 332

Service Level: 24 Bus. Hours

On Target



Secure Message (My LACERA) 421

Service Level: 24 Bus. Hours

On Target



# Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: September 2024

Disability

## Applications

1,003

Pending: Applications  
in Process

86	Received: New Applications
224	Received Year-to-Date
47	To Board - Initial (Presented to BOR)
141	To Board - Initial Year-to-Date
6	Closed (Incomplete/Withdrawn)
39	Closed Year-to-Date

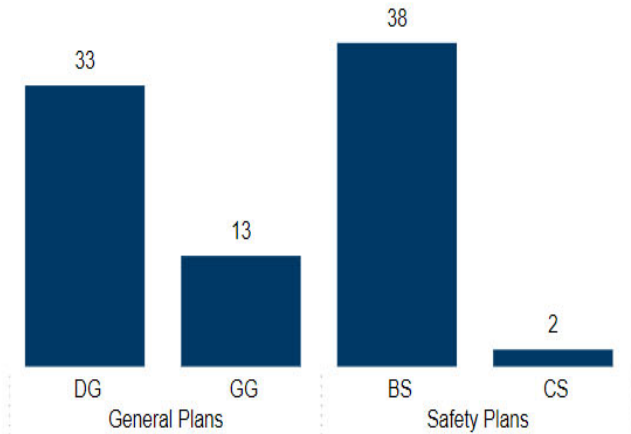
## Appeals

82

Pending: Appeals in  
Process

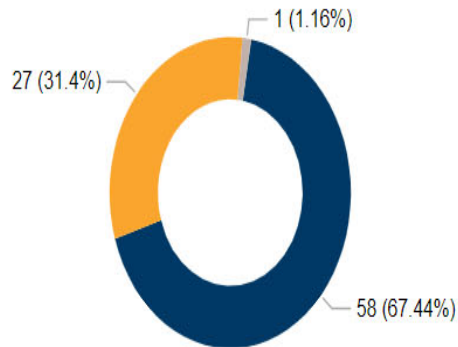
0	Received: New Appeals
5	Received Year-to-Date
1	Admin Closed
4	Admin Closed Year-to-Date
1	Referee Recommendations
3	Referee Recommendations Year-to-Date
0	DLO Recommendations
0	DLO Recommendations Year-to-Date

## Applications Filed by Plan

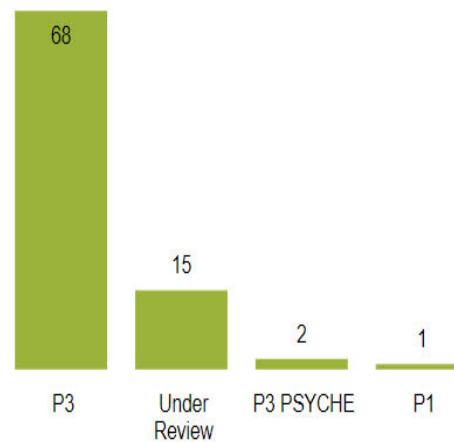


## Applications Filed by Source

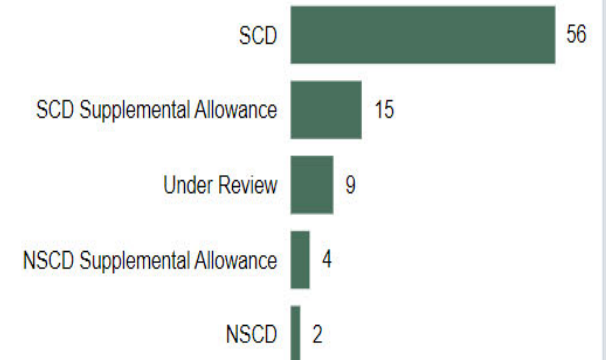
● Employee ● Employer ● Survivor



## Applications Filed by Priority Level



## Applications Filed by Type





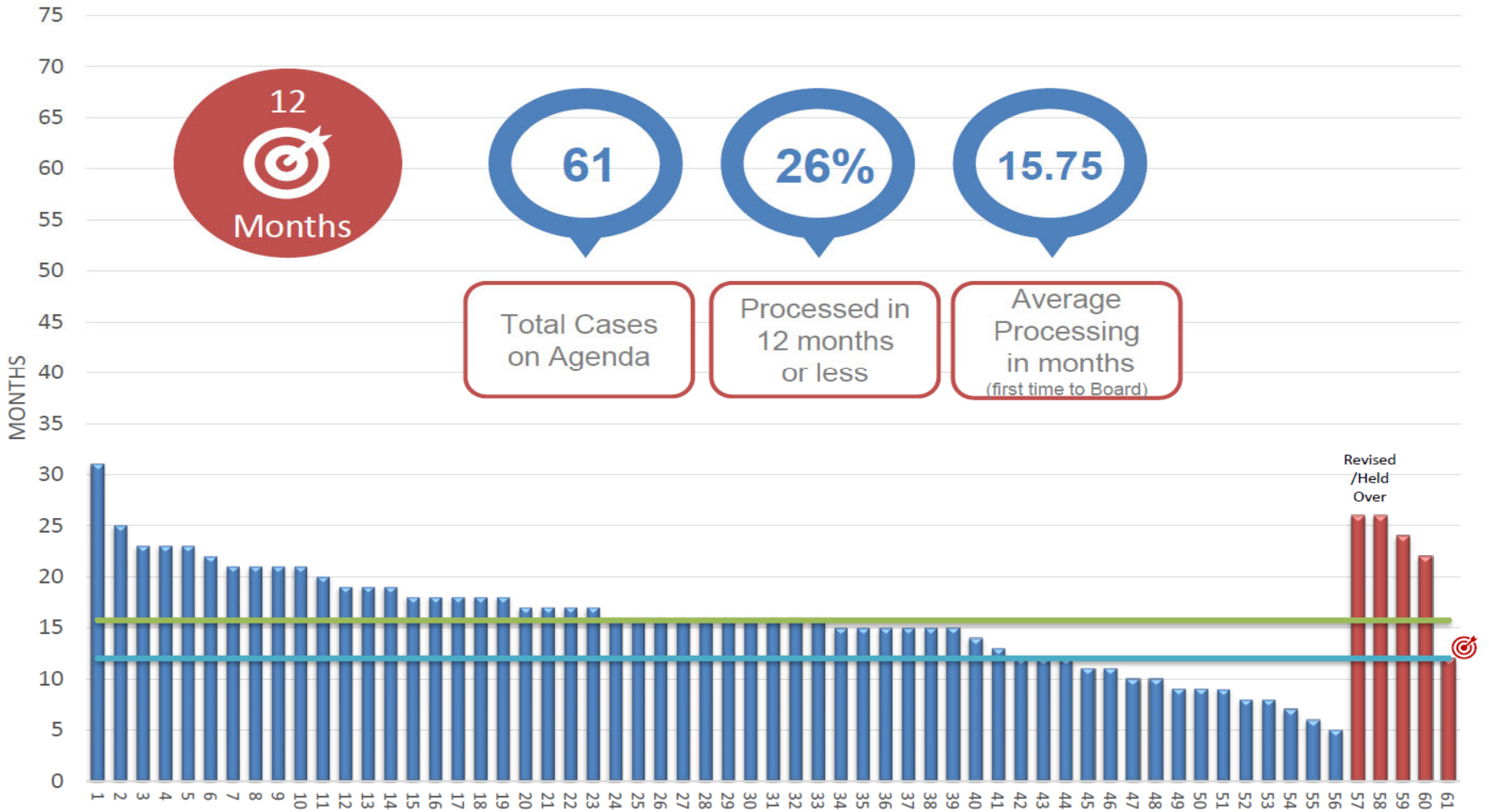
### DISABILITY RETIREMENT SERVICES Application Processing Time



Total Cases  
on Agenda

Processed in  
12 months  
or less

Average  
Processing  
in months  
(first time to Board)



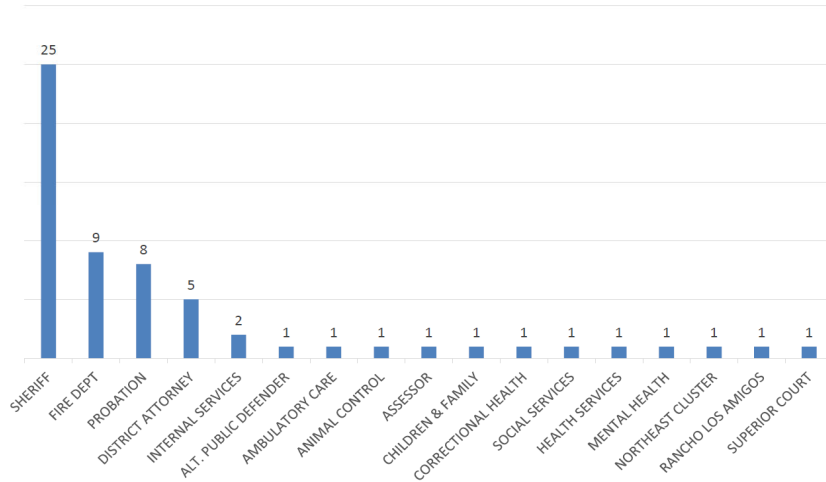
November 6, 2024 - Disability Agenda

Disability

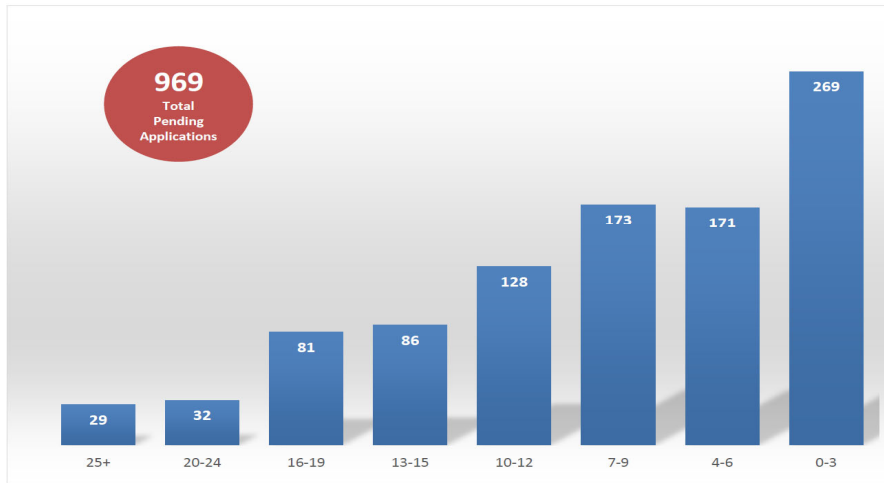




**DISABILITY RETIREMENT SERVICES**  
**Total Applications by Department on November 6, 2024 Agenda**



**DISABILITY RETIREMENT SERVICES**  
**Pending Applications/Months**



As of October 23, 2024  
 \*Cases on the November 6, 2024 agenda are not included

**Disability Retirement Services**  
**Applications by Department**

DEPARTMENT	No. of Applications	% of Inventory
SHERIFF	452	46.6%
LA COUNTY FIRE DEPT	161	16.6%
PROBATION DEPARTMENT	148	15.3%
DEPT OF PUBLIC SOCIAL SERVICES	31	3.2%
PUBLIC HEALTH PROGRAM	23	2.4%
CHILDREN & FAMILY SERVICES	18	1.9%
MENTAL HEALTH	16	1.7%
NORTHEAST CLUSTER (LAC+USC)	15	1.5%
HEALTH SERVICES ADMINISTRATION	12	1.2%
SUPERIOR COURT/COUNTY CLERK	10	1.0%
CORRECTIONAL HEALTH	9	0.9%
COASTAL CLUSTER-HARBOR/UCLA MC	8	0.8%
PUBLIC WORKS	8	0.8%
DISTRICT ATTORNEY	7	0.7%
PARKS AND RECREATION	7	0.7%
PUBLIC DEFENDER	6	0.6%
AMBULATORY CARE NETWORK	5	0.5%
MEDICAL EXAMINER	4	0.4%
RANCHO LOS AMIGOS HOSPITAL	4	0.4%
SFV CLUSTER-OLIVE VIEW/UCLA MC	4	0.4%
COUNTY COUNSEL	3	0.3%
INTERNAL SERVICES	3	0.3%
ASSESSOR	2	0.2%
AUDITOR - CONTROLLER	2	0.2%
CHIEF EXECUTIVE OFFICE	2	0.2%
CHILD SUPPORT SERVICES	2	0.2%
PUBLIC LIBRARY	2	0.2%
ANIMAL CONTROL	1	0.1%
JUVENILE COURT HEALTH SERVICES	1	0.1%
REGIONAL PLANNING	1	0.1%
REG-RECORDER/COUNTY CLERK	1	0.1%
TREASURER AND TAX COLLECTOR	1	0.1%
<b>Grand Total</b>	<b>969</b>	<b>100.0%</b>

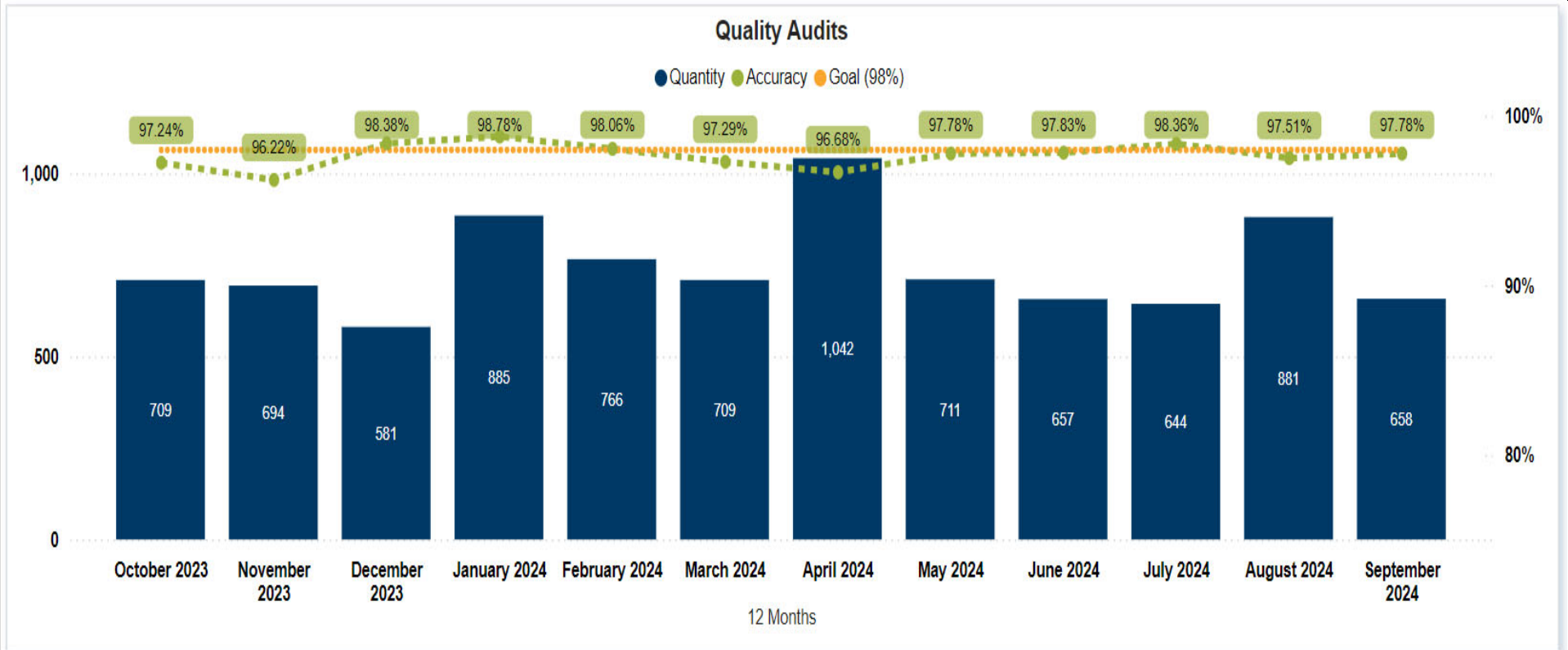




# Striving for Excellence in Quality

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: September 2024

Quality Assurance



### Monthly Recap

**September 2024**

	Samples	Accuracy
Data Entry	118	99.41%
Payment Contract	299	97.29%
Retirement Election	241	97.59%
<b>Total</b>	<b>658</b>	<b>97.78%</b>

Prior audit values may update due to updated data.

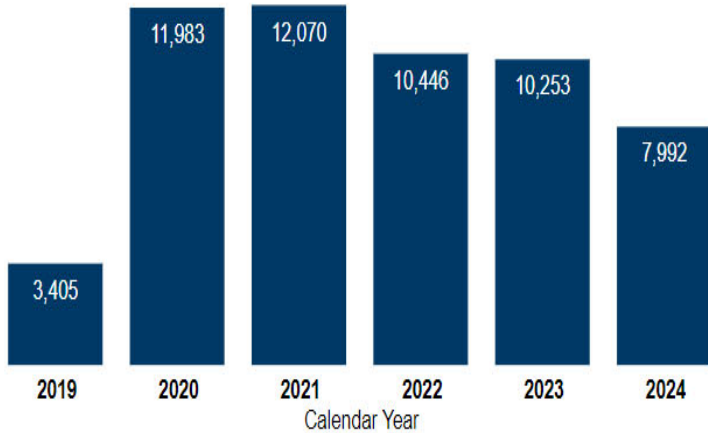


# Service Online For All

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: September 2024

Serving Members Through LACERA.com and MyLACERA

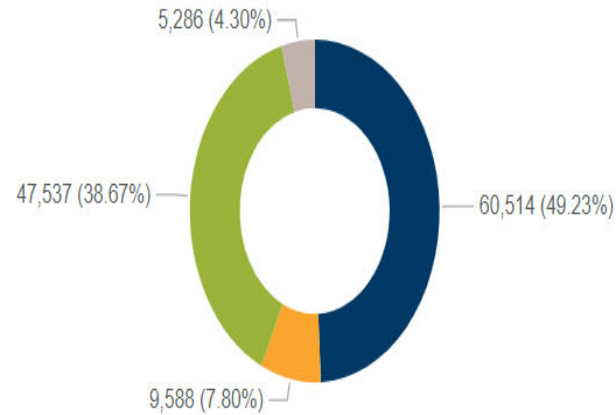
## Annual New MyLACERA Accounts\*



Data labels may not appear for all values

## Total Accounts by Member Type\*

● Active Members ● Deferred & Inactive Members ● Retirees & Survivors ● Non-Members



Total Member Accounts

117,639

% of Total Members

61%

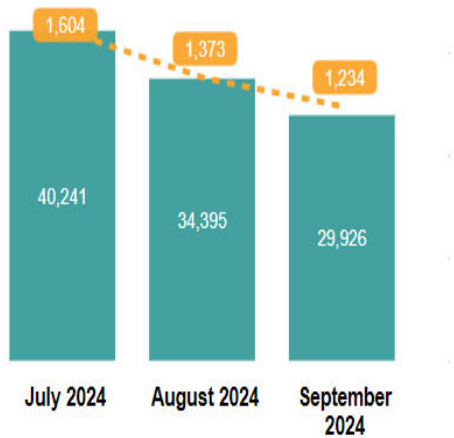
Excludes Non-Members

\*Data as of October 15, 2024

Non-Members include legal split payees and withdrawn members.

## LACERA.com User Traffic

● First Time Visitors ● Average Per Day



## Top Five LACERA.com Page Views



## Busiest Day

09/26/2024

Home Page Tile	Views	% of Change
Board Meetings and Agendas	2,842	37.49%
Investments	1,768	-14.92%
Sign Up for My LACERA!	4,922	-16.76%
Workshops	1,249	-24.07%
Forms & Publications	141	-37.61%
Careers	1,694	-50.13%



# Member Snapshot

Metrics reported based on October 15, 2024

## Membership Count

	Active		Inactive		Retired			Survivors	Total
	Active Vested	Active Non-Vested	Inactive Vested	Inactive Non-Vested	Service Retirement	SCD-Disability Retirement	NSCD-Disability Retirement		
<b>General Plans</b>	<b>65,570</b>	<b>21,034</b>	<b>7,886</b>	<b>12,101</b>	<b>48,669</b>	<b>3,093</b>	<b>599</b>	<b>8,314</b>	<b>167,266</b>
AG	36		9	31	11,011	848	141	4,164	16,240
BG	9		5	3	556	35	6	75	689
CG	12		5	7	349	36	6	67	482
DG	31,586	110	3,764	3,740	20,450	2,124	437	2,192	64,403
EG	11,844	6	2,370	350	15,946			1,779	32,295
GG	22,083	20,918	1,733	7,970	357	50	9	38	53,158
<b>Safety Plans</b>	<b>10,010</b>	<b>2,383</b>	<b>536</b>	<b>964</b>	<b>5,151</b>	<b>7,318</b>	<b>79</b>	<b>2,178</b>	<b>28,619</b>
AS			1	3	1,733	2,263	25	1,707	5,732
BS	6,854	61	398	357	3,402	5,030	54	466	16,622
CS	3,156	2,322	137	604	16	25		5	6,265
<b>Total</b>	<b>75,580</b>	<b>23,417</b>	<b>8,422</b>	<b>13,065</b>	<b>53,820</b>	<b>10,411</b>	<b>678</b>	<b>10,492</b>	<b>195,885</b>

Membership Count vesting status excludes reciprocal service credit.

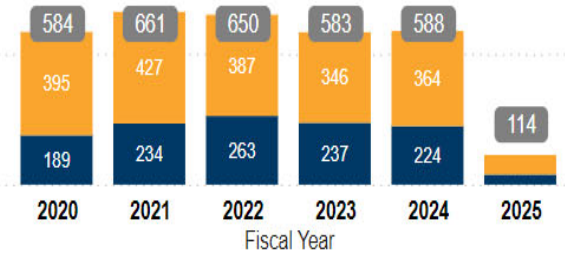
## Fire and Sheriff Retirements

● General Plans ● Safety Plans ● Total

### L A COUNTY FIRE DEPT

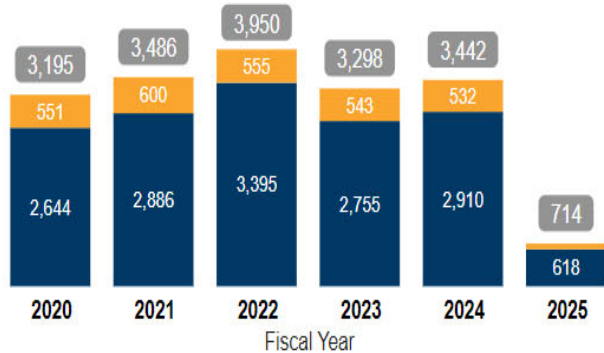


### SHERIFF



## Total Retirements by Type

● General Plans ● Safety Plans



## Monthly Benefit Allowance Distribution

Members and Survivors

Gross Benefit Range	General Plans	Safety Plans	Total
\$0 to \$3,999	36,067	1,583	37,650
\$4,000 to \$7,999	16,874	4,436	21,310
\$8,000 to \$11,999	5,057	4,723	9,780
\$12,000 to \$15,999	1,449	2,881	4,330
\$16,000 to \$19,999	499	715	1,214
\$20,000 to \$23,999	164	214	378
\$24,000 to \$27,999	36	34	70
> \$28,000	25	11	36
<b>Total</b>	<b>60,171</b>	<b>14,597</b>	<b>74,768</b>

## Member Average Monthly Benefit

**\$5,370.37**

## Survivor Average Monthly Benefit

**\$3,695.28**

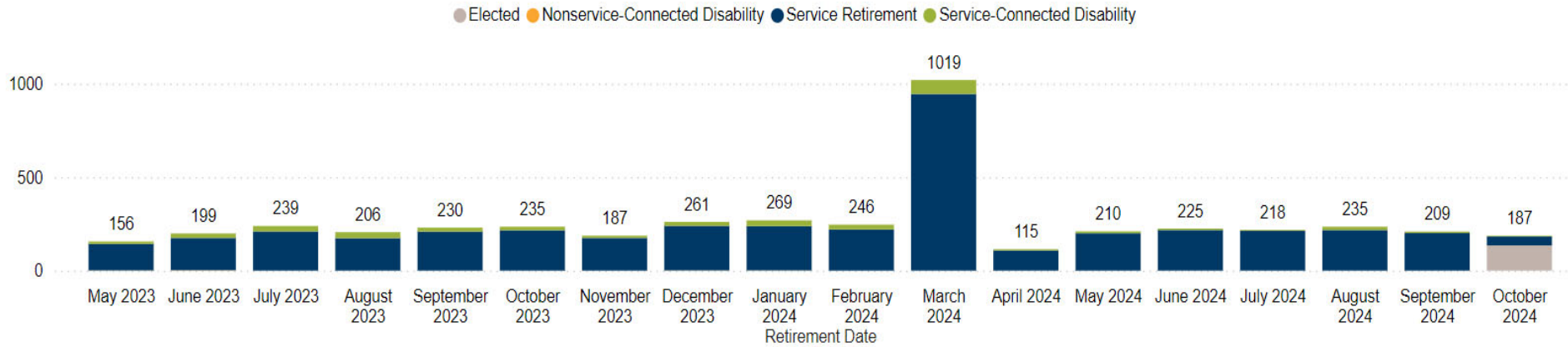
Data labels may not appear for all values

Only includes retirements as of reporting date. Excludes active deaths. Excludes Replacement Benefit Plan benefits.



# Member Snapshot

## Retirements



Elected retirements are members placed on the BOR Agenda, but not yet retired as of reporting date

### Retirements Metrics reported based on October 15, 2024

#### Monthly Retirements

Retirement Type	October 2024
Elected	135
Service Retirement	48
Service-Connected Disability	4
<b>Total</b>	<b>187</b>

#### Retired Members Payroll

(As of 9/30/2024)

Monthly Payroll	\$394.10m
Payroll YTD	\$1.2b
New Retired Payees Added	313
Seamless %	98.72%
New Seamless Payees Added	996
Seamless YTD	96.99%
By Check %	2.00%
By Direct Deposit %	98.00%

#### Healthcare Program

(Mo. Ending: 9/30/2024)

	Employer	Member
Medical	\$175.8	\$12.2
Dental	\$13.0	\$1.2
Part B	\$25.1	\$0.0
<b>Total</b>	<b>\$213.9</b>	<b>\$13.4</b>

#### Health Care Enrollments

(Mo. Ending: 9/30/2024)

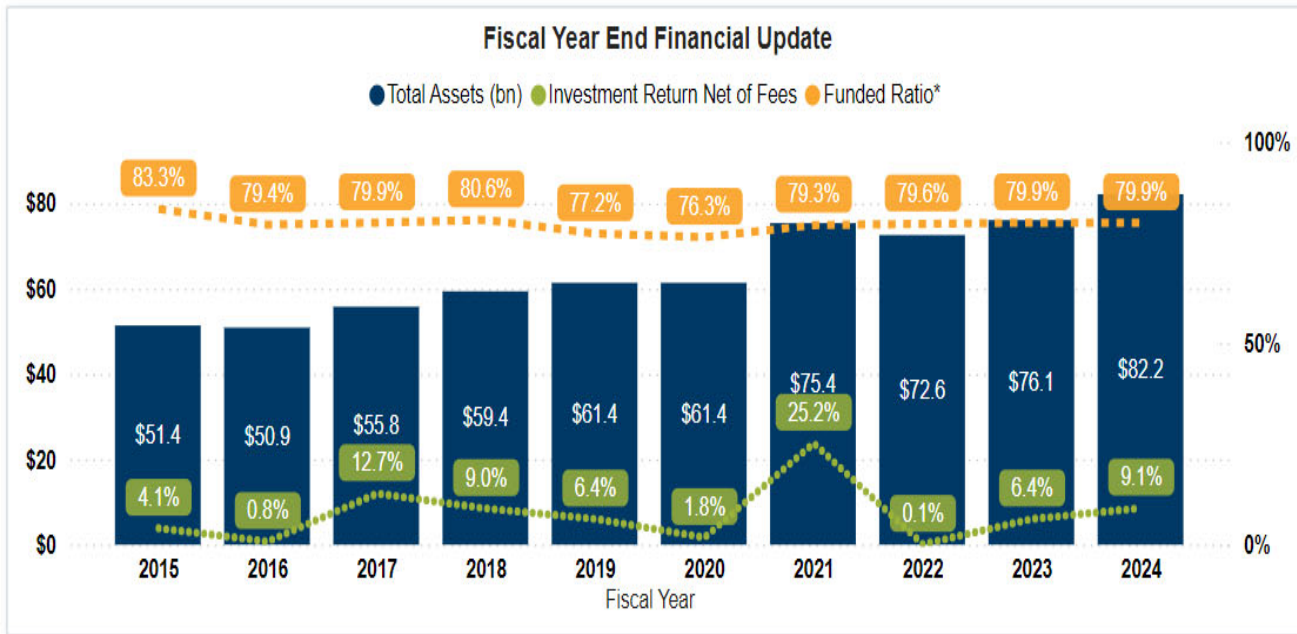
Medical	56,466
Dental	58,650
Part B	39,043
LTC	454
<b>Total</b>	<b>154,613</b>





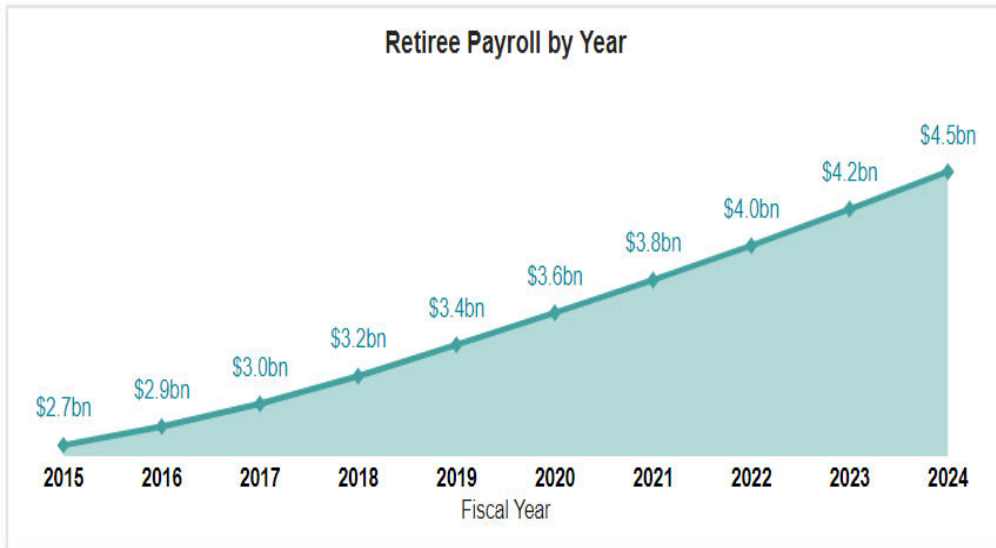
# Key Financial Data

(As of June 30, 2023)



Funding Metrics	Contributions
11.01% Employer NC*	<b>\$2.5bn</b> Employer Annual Contribution
14.87% UAAL*	<b>25.88%</b> Employer % of Payroll*
7.00% Assumed Rate	<b>\$861.0m</b> Member Annual Contribution
<b>\$608.6m</b> Star Reserve	<b>8.37%</b> Member % of Payroll*
<b>\$79.2bn</b> Total Net Assets	
	Investment Returns
	9.1% <i>net of fees</i> 1-Year Return
	5.2% 3-Year Return
	7.4% 10-Year Return

\*Actuarial data is provided as of June 30, 2023 and will be updated when 2024 data becomes available.

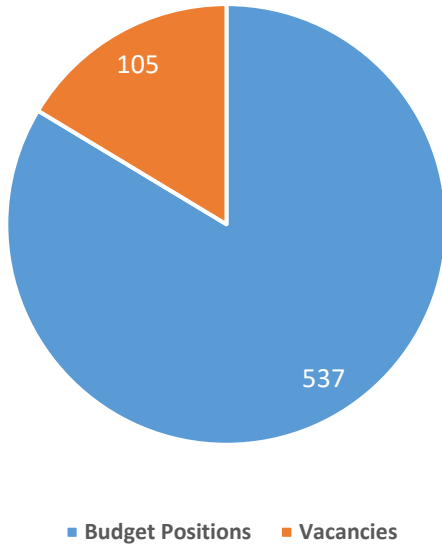




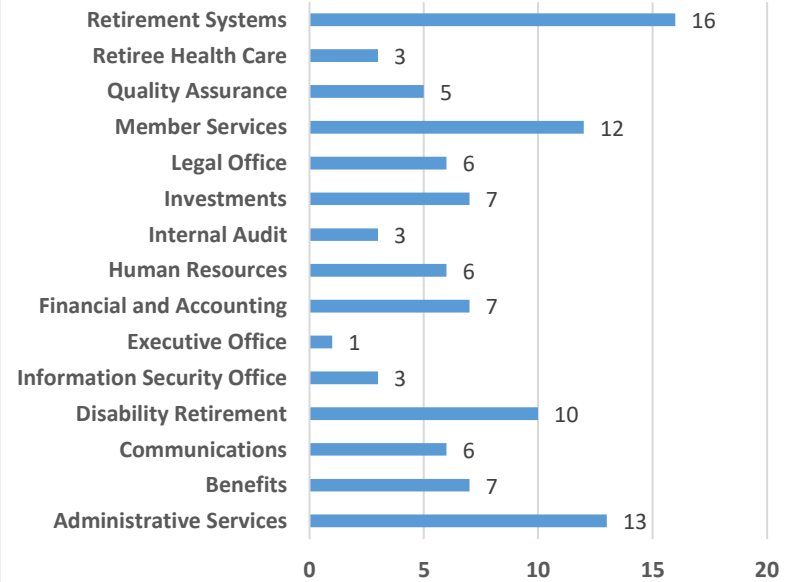
# Human Resources

Metrics reported based on August 31, 2024

## Vacancy Rate 20%

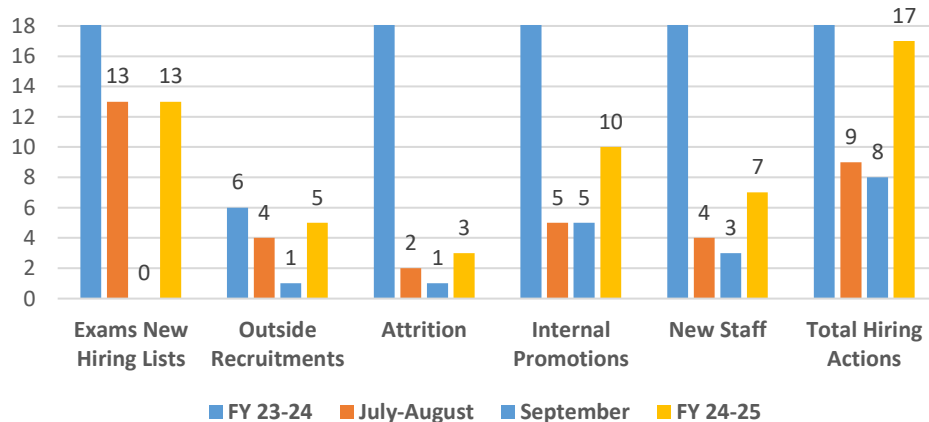


## Vacancies by Division



Recruiting for Our Future

## HR Key Performance Indicators through 9/30/2024



## Current Recruitments

Classification	Division
Administrative Assistant	Various
Asst. Chief Financial Officer	Financial Accounting
Disability Ret. Specialist	Disability Retirement
IT Specialist I	Systems
Senior Internal Auditor	Internal Audit
Legal Analyst	Legal
Legal Secretary	Legal
Sr. Administrative Assistant	Various
Staff Counsel	Legal



## QUIET PERIOD LIST FOR TRUSTEES AND STAFF

Last Update  
10/28/2024

### ADMINISTRATIVE/OPERATIONS

Solicitation Name	Issuing Division	Public Release Date	Solicitation Stage*	Bid Respondents*
<b>RFP: Member Experience Communications Platform (MECP)</b>	Systems	11/6/2023	Contract Development	<ul style="list-style-type: none"> <li>• Genesys/TTEC</li> </ul>
<b>RFP: Offsite Records Storage, Shredding, and Scanning Services</b>	Administrative Services	8/30/2024	Bid Review	<ul style="list-style-type: none"> <li>• Corodata</li> <li>• GRM</li> <li>• Iron Mountain</li> <li>• VRC Companies</li> </ul>
<b>RFP: Taxonomy &amp; Knowledge Management Consultant</b>	Executive Office	06/14/2024	Bid Review	<ul style="list-style-type: none"> <li>• Enterprise Knowledge, LLC.</li> <li>• Taxonomy Strategies</li> <li>• Accenture</li> </ul>
<b>RFQ: Legal Matter Management</b>	Legal	3/1/2023	Contract Development	<ul style="list-style-type: none"> <li>• LawVu</li> </ul>
<b>RFQ: eDiscovery</b>	Legal / InfoSec	12/1/2023	Contract Development	<ul style="list-style-type: none"> <li>• GlobalRelay</li> </ul>

\*Subject to change

### INVESTMENTS

Solicitation Name	Issuing Division	Public Release Date	Solicitation Stage*	Bid Respondents *
<b>RFP: Actuarial Consulting and Actuarial Auditing Services</b>	Investments / Internal Audit	11/15/2023	Contract Execution	<ul style="list-style-type: none"> <li>• Cavanaugh Macdonald Consulting</li> </ul>
<b>RFP: Hedge Funds, Credit, and Real Assets Consultant Search</b>	Investments	12/29/2023	Contract Development	<ul style="list-style-type: none"> <li>• Albourne</li> <li>• Meketa</li> <li>• Mercer</li> <li>• Wilshire</li> </ul>



Solicitation Name	Issuing Division	Public Release Date	Solicitation Stage*	Bid Respondents *
<b>RFP: Risk and Analytics System, and ESG Research Services Search</b>	Investments	3/29/2023	Bid Review	<ul style="list-style-type: none"> <li>• BlackRock Financial Management Inc</li> <li>• Barra, LLC</li> <li>• Bloomberg Finance L.P.</li> <li>• Clearwater Analytics</li> <li>• eVestment Alliance, LLC</li> <li>• FactSet Research Systems Inc.</li> <li>• ISS STOXX GmbH</li> <li>• MSCI ESG Research LLC</li> <li>• Northfield Information Systems, Inc.</li> <li>• Solovis, Inc.</li> </ul>
<b>Real Assets Emerging Manager Program Discretionary Separate Account Manager</b>	Investments	3/29/2023	Bid Review	<ul style="list-style-type: none"> <li>• ORG Portfolio Management</li> <li>• Barings</li> <li>• Belay Investment Group</li> <li>• Hamilton Lane</li> <li>• Cambridge Associates</li> <li>• Seed Partners</li> <li>• Stable Asset Management</li> <li>• Wafra Inc.</li> <li>• Artemis Real Estate Partners</li> <li>• Aether Investment Partners</li> <li>• Neuberger Berman Group</li> <li>• The Townsend Group</li> <li>• BGO Strategic Capital Partners</li> <li>• BlackRock</li> <li>• StepStone</li> <li>• GCM Grosvenor</li> </ul>

\*Subject to change



Date	Conference
<b>November, 2024</b>	
3-6	CRCEA (California Retired County Employees Association) Fall Conference Walnut Creek, CA
10-13	IFEBP (International Foundation of Employment Benefit Plans) Annual Employee Benefits Conference San Diego, CA
12-14	Institutional Limited Partners Association (ILPA) General Partner Summit New York, NY
12-15	SACRS Fall Conference Monterey, CA
<b>December, 2024</b>	
6	CALAPRS (California Association of Public Retirement Systems) Round Table – Benefits Virtual
<b>January, 2025</b>	
26-27	NCPERS (National Conference on Public Employee Retirement Systems) Pension Communications Summit Washington D.C.
27-29	NCPERS (National Conference on Public Employee Retirement Systems) Legislative Conference Washington D.C.
28-29	IFEBP (International Foundation of Employment Benefit Plans) Health Benefits Conference & Expo St. Pete Beach, FL
<b>March, 2025</b>	
2-5	CALAPRS (California Association of Public Retirement Systems) General Assembly 2025 Napa, CA
6-9	Pacific Pension Institute (PPI) Winter Roundtable Seattle, WA
10-12	Council of Institutional Investors (CII) Spring Conference and 40 <sup>th</sup> Anniversary Celebration Washington D.C.
24-27	AHIP (America’s Health Insurance Plans) Medicare, Medicaid, Duals and Commercial Markets Forum Baltimore, MD
26-27	PREA (Pension Real Estate Association) Spring Conference Dallas, TX

Date	Conference
<b>April, 2025</b>	
14-18	Investment Strategies & Portfolio Management Wharton School, University of Pennsylvania
28-29	IFEBP (International Foundation of Employment Benefit Plans) Health Care Mgmt. Conference Fort Myers, FL
30-May 1	IFEBP (International Foundation of Employment Benefit Plans) Investments Institute Fort Myers FL
<b>May, 2025</b>	
12-15	thINc360 – The Healthcare Innovation Congress (formerly World Healthcare Congress) Washington D.C.
13-16	SACRS Spring Conference Rancho Mirage, CA
17-18	NCPERS (National Conference on Public Employee Retirement Systems) Trustee Educational Seminar (TEDS) Denver, CO
17-18	NCPERS (National Conference on Public Employee Retirement Systems) Accredited Fiduciary (NAF) Program Denver, CO
18-21	NCPERS (National Conference on Public Employee Retirement Systems) Annual Conference & Exhibition (ACE) Denver, CO
19-20	IFEBP (International Foundation of Employment Benefit Plans) Washington Legislative Update Washington D.C.
<b>June, 2025</b>	
16-18	NCPERS (National Conference on Public Employee Retirement Systems) Chief Officers Summit New York, NY
17-19	AHIP (America's Health Insurance Plans) 2025 Seattle, WA
<b>July, 2025</b>	
23-25	Pacific Pension Institute (PPI) Summer Roundtable Salt Lake City, UT
<b>September, 2025</b>	
8-10	Council of Institutional Investors (CII) Fall Conference San Francisco, CA

Date	Conference
<b>October, 2025</b>	
12-15	National Association of Corporate Directors (NACD) Directors Summit 2025 Washington D.C.
22-24	PREA (Pension Real Estate Association) Annual Institutional Investor Conference Washington D.C.
22-24	Pacific Pension Institute (PPI) Asia Pacific Roundtable Sydney, Australia

October 22, 2024

TO: Trustees – Board of Investments

FROM: Christopher J. Wagner *cfw*  
Principal Investment Officer

FOR: November 13, 2024 Board of Investments Meeting

SUBJECT: **GROWTH STRUCTURE REVIEW**

### **RECOMMENDATION**

Approve the recommendations within the Growth Structure Review, which include amendments to the Global Equity and Private Equity investment guidelines, as outlined on slides 21, 33, and 34 of the attached presentation.

### **BACKGROUND**

This Growth Structure Review combines the Global Equity and Private Equity asset categories. Although Opportunistic Real Estate is part of the Growth functional category, its structure review will be included in the Real Estate Structure Review, scheduled for the December 2024 Board of Investments (“Board”) meeting.

The primary purpose of a structure review is to establish a framework for assessing the effectiveness of portfolio implementation and to propose changes that would further optimize execution. Structure reviews define roles, implementation frameworks, performance metrics, and initiatives. They also include investment guidelines that affirm Board-approved benchmarks, subcategory asset allocation ranges, geographic market allocation ranges, and relevant investment mandate parameters.

### **SUMMARY**

LACERA completed its most current Strategic Asset Allocation study in April 2024. The results from this study informed the following proposed updates to the Growth Structure Review (**Attachment 1**).

- **Global Equity** – Consolidating sub-asset classes to passive and non-passive mandates, updating diversification targets within non-passive mandates, and updating tracking error ranges to reflect current portfolio performance and positioning

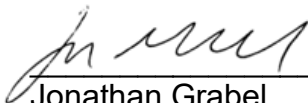
- **Private Equity** – Remove the lower bound on the annual allocation limit, enhance portfolio transparency and risk management by separating sub-asset class definitions and allocations from investment vehicles, further define investment allocation ranges for sub-asset classes and vehicles, and increase sub-asset allocation flexibility within the Emerging Manager Program

## CONCLUSION

LACERA's consultants, Meketa Investment Group ("Meketa") and StepStone Group ("StepStone"), have reviewed the relevant segments of the Structure Review and are in support. Meketa reviewed the Growth and Global Equity sections, while StepStone reviewed the Private Equity component. Concurrence memos from both consultants are included as **Attachments 2** and **3**. Approval of the Growth Structure Review is recommended.

Attachments

Noted and Reviewed:



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Jonathan Grabel  
Chief Investment Officer

## Growth

## Structure Review

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Board of Investments Meeting

November 13, 2024

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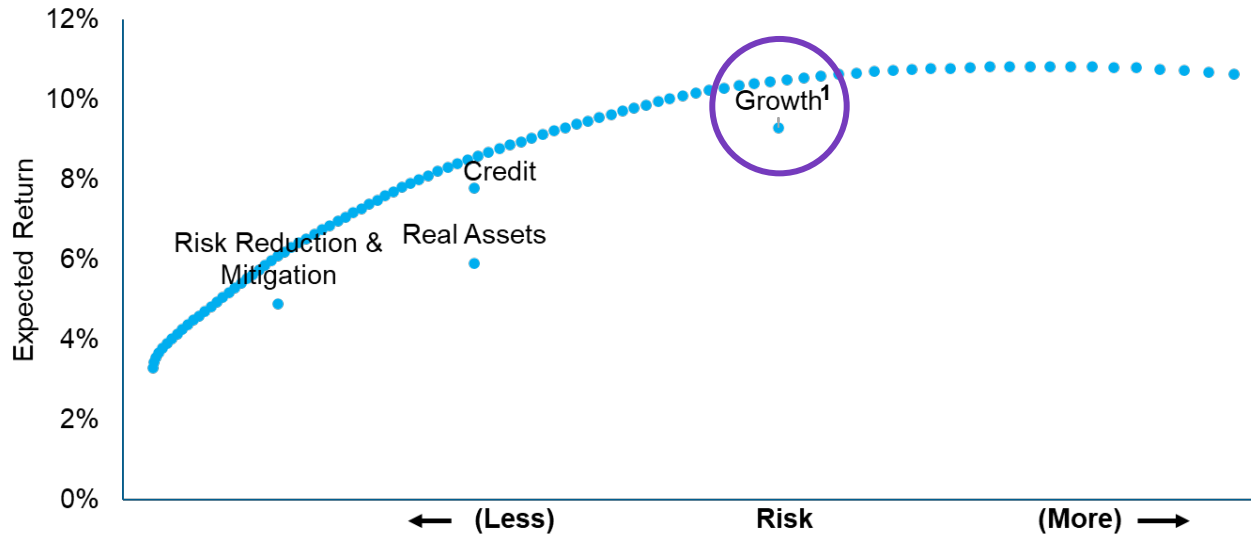
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<sup>1</sup> Subject to Board of Investments approval.

# Growth – Portfolio Role



## Role of Growth



## Investment Policy Statement

- Growth investments are the primary driver of long-term total Fund returns
- Represent equity or equity-like interest in current and future income streams
- Utilizes passive strategies in relatively efficient markets and active strategies in less efficient markets

## Global Equity

- Provide Global Equity market **beta** exposure with excess returns (**alpha**) as a secondary consideration<sup>2</sup>
- Passive strategy used to obtain market beta by closely tracking a broad market index
- Active strategies seek excess return against the benchmark at reasonable levels of risk

## Private Equity

- Maximize performance while balancing risk over a long-term time horizon
- Capture equity exposures and returns that are unavailable or difficult to find in public markets
- Actively managed strategy with intentional portfolio construction
- Diversification by strategy, sector, and geography

<sup>1</sup> Non-Core Real Estate will be reviewed as part of the Real Estate Structure Review.

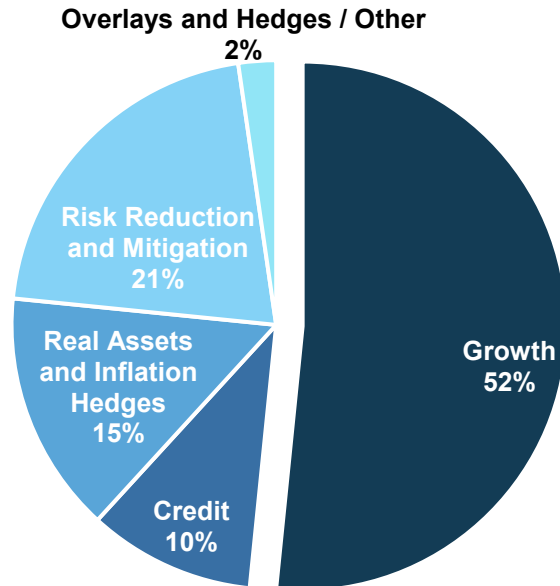
<sup>2</sup> Terms highlighted in **BOLD** are defined in the Glossary of Terms in the Appendix.



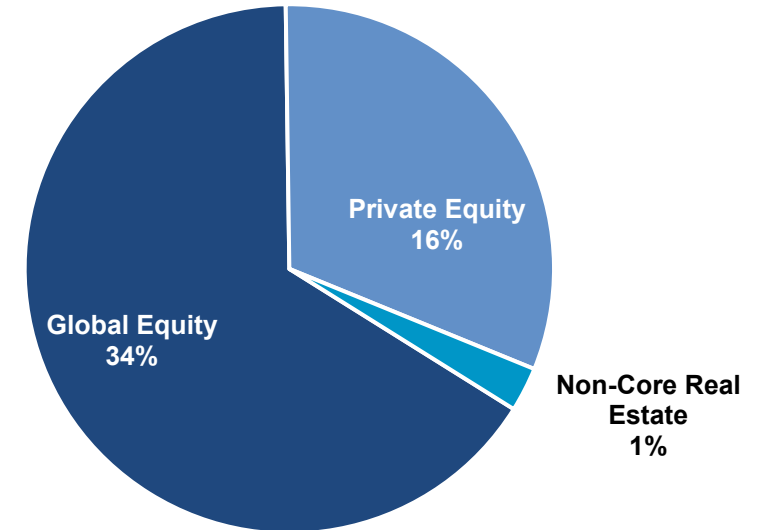
# Growth – Portfolio Composition



## Total Fund Asset Allocation % of NAV



## Growth Asset Allocation % of Total Fund NAV



Asset Class	Allocation <sup>1</sup>	Policy Target	Over/Under	Target Range +/-	Target Range %	Benchmark
<b>Growth</b>	<b>51.6%</b>	<b>48.0%</b>	<b>+3.6%</b>	<b>+/- 8%</b>	<b>40-55%</b>	<b>Custom Blend</b>
Global Equity	34.0%	29.0% <sup>1</sup>	+5.0%	+/- 7%	22-36%	MSCI ACWI IMI Net
Private Equity	16.2%	17.0%	-0.8%	+/- 6%	11-23%	MSCI ACWI IMI Net + 200 basis points (three-month lag)
Non-Core Real Estate	1.4%	2.0%	-0.6%	+/-2%	0-4%	NFI ODCE Net + 225 basis points (three-month lag)

<sup>1</sup> Allocation weights are as of August 31, 2024; private assets based on latest asset valuation including any actual cash flows.

# Growth – Desired Implementation Attributes



## Global Equity

### ***Broad Global Market Exposure***

Diversification across regions and market capitalization lowers overall portfolio risk

### ***Separately Managed Account***

Allows for beneficial share ownership, transparency, and tailoring of investment guidelines

Prudent Risk and Return

Intentional Portfolio Construction

Fee Conscious

Optimized Terms

### ***Scaled Investments***

Larger investments yield better fees and terms and access to co-investments and secondaries

### ***Strategic Partnerships***

Long-term strategic partnerships enhance governance via **LPAC** participation

### ***Excess Returns***

Seeks to outperform Private Equity benchmark over the medium-to-long-term, with incremental returns for added layers of risk

## Private Equity

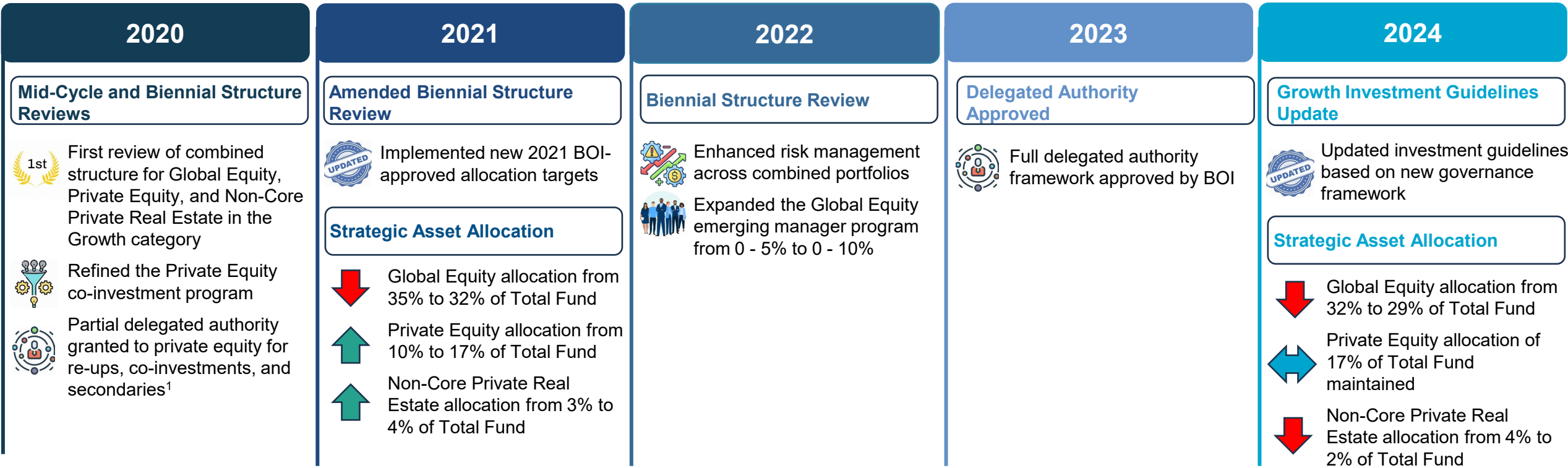
### ***Ownership and Stewardship***

Legal rights associated with share ownership, including proxy votes, promotes and safeguards our economic interests and financial value

# Growth – Portfolio Structure Timeline



Ongoing implementation of initiatives consistent with the strategic asset allocation, strategic initiatives and structure reviews



Note: Benchmark is MSCI All Country World Index Investable Market Index, total growth portfolio excludes non-core private real estate, and others sector includes proxied commingled assets plus cash held.

<sup>1</sup> Partial delegated authority granted on primary re-ups in 2017 and further expanded to co-investments and secondaries in 2019.

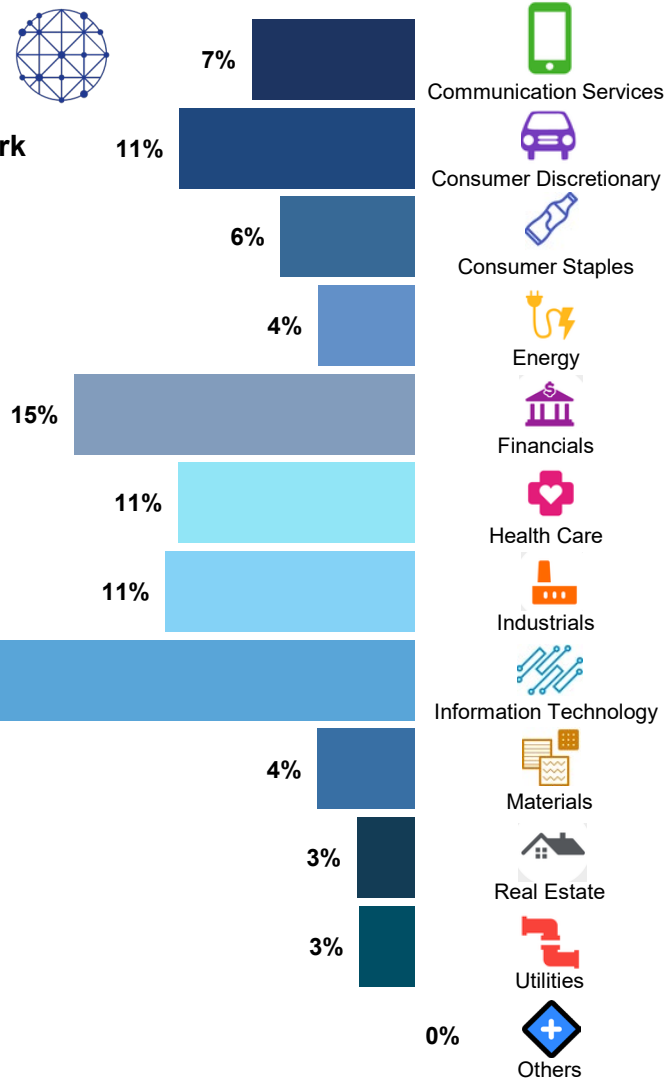
# Growth – Sector Exposure



**MSCI**



**Total Benchmark Exposure**



Communication Services



Consumer Discretionary



Consumer Staples



Energy



Financials



Health Care



Industrials



Information Technology



Materials



Real Estate



Utilities



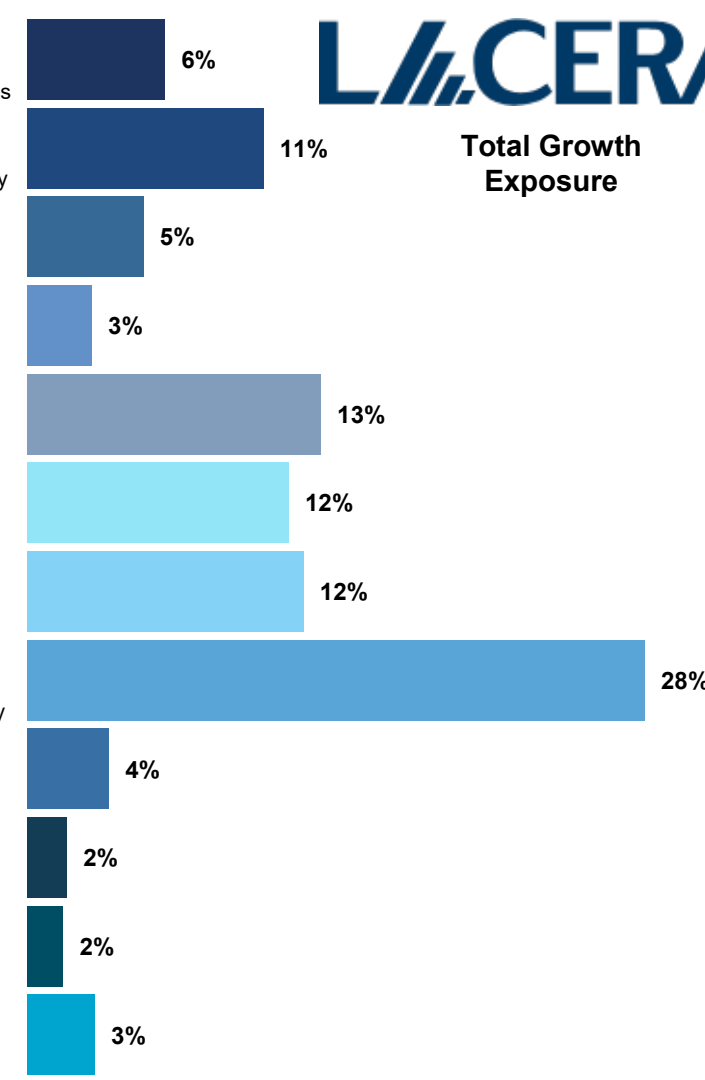
Others

As of June 30, 2024

30% 25% 20% 15% 10% 5% 0%

**L.A. CERA**

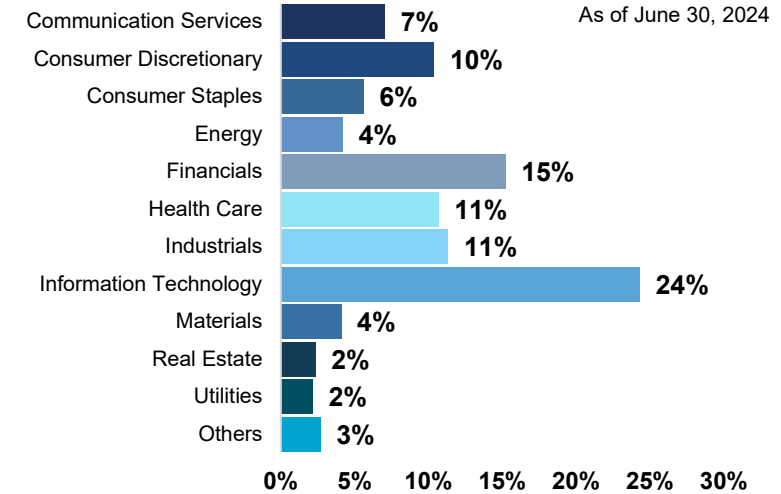
**Total Growth Exposure**



0% 5% 10% 15% 20% 25% 30%

Note: Benchmark is MSCI All Country World Index Investable Market Index, total growth portfolio excludes non-core private real estate, and others sector includes proxied commingled assets plus cash held.

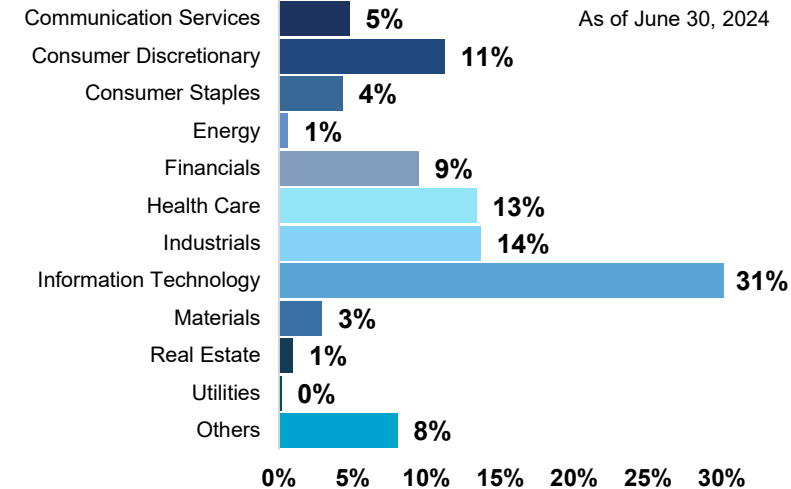
## Global Equity Exposure



As of June 30, 2024

0% 5% 10% 15% 20% 25% 30%

## Private Equity Exposure



As of June 30, 2024

0% 5% 10% 15% 20% 25% 30%

# Growth – Performance



As of August 31, 2024

Net-of-Fees (%) <sup>1</sup>	1 -Year	3 -Year	5 -Year	Since Inception	Inception Date
<b>GROWTH</b>	<b>14.9</b>	<b>5.9</b>	<b>13.1</b>	<b>12.5</b>	<b>Apr-2019</b>
Growth Custom BM	21.5	5.4	12.1	11.7	
Excess Return	<b>-6.6</b>	<b>0.5</b>	<b>1.0</b>	<b>0.8</b>	
<b>GLOBAL EQUITY</b>	<b>23.0</b>	<b>6.1</b>	<b>12.3</b>	<b>11.6</b>	<b>Apr-2019</b>
Global Equity Custom BM	22.6	5.2	11.8	11.1	
Excess Return	<b>0.4</b>	<b>0.9</b>	<b>0.5</b>	<b>0.5</b>	
<b>PRIVATE EQUITY - GROWTH</b>	<b>3.4</b>	<b>6.7</b>	<b>15.7</b>	<b>15.3</b>	<b>Jan-2019</b>
Private Equity - Growth Custom BM	25.4	6.6	13.5	11.0	
Excess Return	<b>-22.0</b>	<b>0.1</b>	<b>2.2</b>	<b>4.3</b>	
<b>NON-CORE PRIVATE REAL ESTATE</b>	<b>-14.1</b>	<b>0.4</b>	<b>5.6</b>	<b>3.8</b>	<b>Jan-1996</b>
Non-Core Private Real Estate Policy BM	-8.6	3.8	5.0	10.2	
Excess Return	<b>-5.5</b>	<b>-3.4</b>	<b>0.6</b>	<b>-6.4</b>	

## Growth has outperformed its benchmark since adopting the functional framework

- Global Equity has outperformed its benchmark across all time periods
- Private Equity has outperformed its benchmark across the three-year, five-year, and since inception figures
- The one-year underperformance was mainly due to the exceptional performance of public markets, as reflected in the Private Equity benchmark, which includes the MSCI ACWI IMI Net index plus an additional 200 basis points of absolute return

<sup>1</sup> Private Equity and Non-Core Private Real Estate composite and benchmark returns are reported on a 3-month lag.



# Global Equity

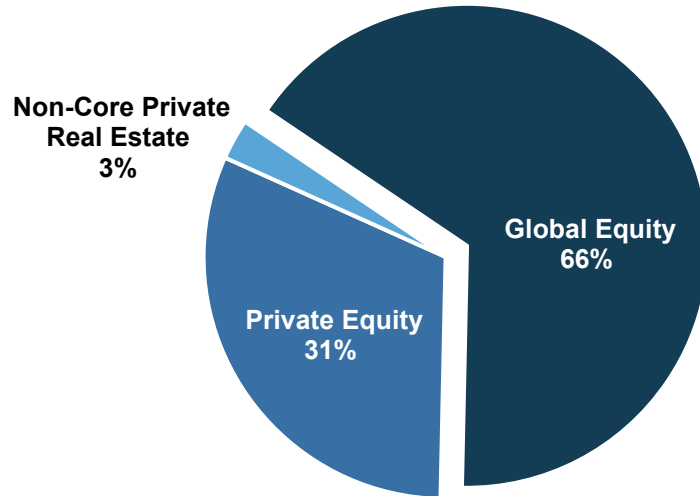
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# Portfolio Structure



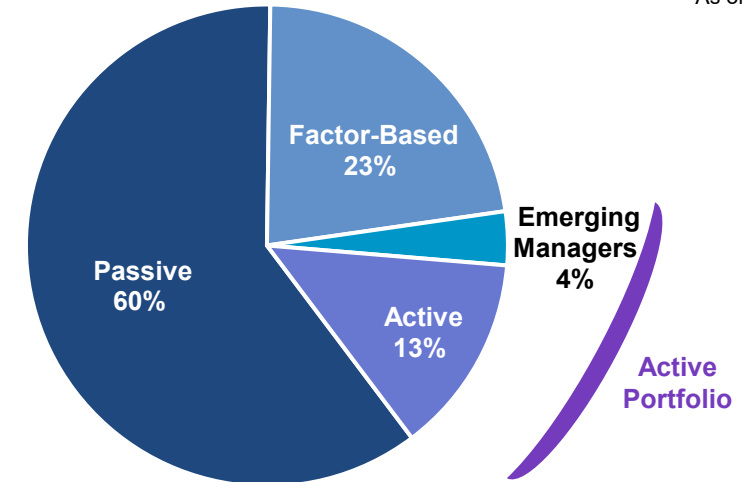
## Growth - \$41.7B

As of August 31, 2024



## Global Equity - \$27.5B

As of August 31, 2024



(% of total Fund)	Current Policy	Interim Target	Interim Allocation	Actual Allocation
Global Equity	23.5 - 37.5%	30.5%	30.5%	34.0%

### Breakdown by Strategies (% of Global Equity)

	Current Policy	Interim Target	Interim Allocation	Actual Allocation
Passive	40-80%	60%	60%	60.5%
Factor-Based	10-30%	20%	20%	22.5%
Active	10-30%	20%	20%	17.0%
Emerging Managers	0-10%			3.6%

- The 2024 Strategic Asset Allocation reduced Global Equity target allocation from 32% to 29%
  - Interim target is 30.5% through December 31, 2024
- The Board approved the following investment guideline changes at the March 2024 BOI meeting:
  - **Factor-based:** Increased target allocation from 15% to 20%
  - **Active:** Decreased target allocation from 25% to 20%
- Active strategies represent 17% of the Global Equity portfolio including the current 3.6% allocation to emerging managers

# Portfolio Structure: Sub-Asset Exposures



As of August 31, 2024

Region	Policy Range	LACERA <sup>1</sup>	MSCI ACWI IMI <sup>2</sup>	Difference
U.S.	+/- 5%	62.5%	63.1%	-0.6%
Non-U.S. Developed Markets	+/- 5%	28.3%	26.5%	1.8%
Emerging Markets	+/- 5%	9.2%	10.5%	-1.3%

Market Capitalization	Policy Range	LACERA	MSCI ACWI IMI	Difference
Large Cap	+/- 5%	79.1%	81.7%	-2.6%
Mid Cap	+/- 5%	12.1%	10.5%	1.6%
Small Cap	+/- 5%	8.8%	7.8%	1.0%

Emerging Manager Program	Policy Range	Actual Allocation		
Emerging Managers	0-10%	3.6%		

## Sub-asset exposures are within Board-approved guidelines

- Per investment guidelines, active managers are given a range across region and market capitalization versus their mandate benchmarks, which explain the differences circled

<sup>1</sup> LACERA allocation reflects aggregate exposure of all equity managers including emerging managers.

<sup>2</sup> Morgan Stanley Capital International, All Country World Index, Investable Market Index, the Global Equity policy benchmark.





## Region: U.S. vs. Developed Markets



## Market Environment and Drivers over the last two years:

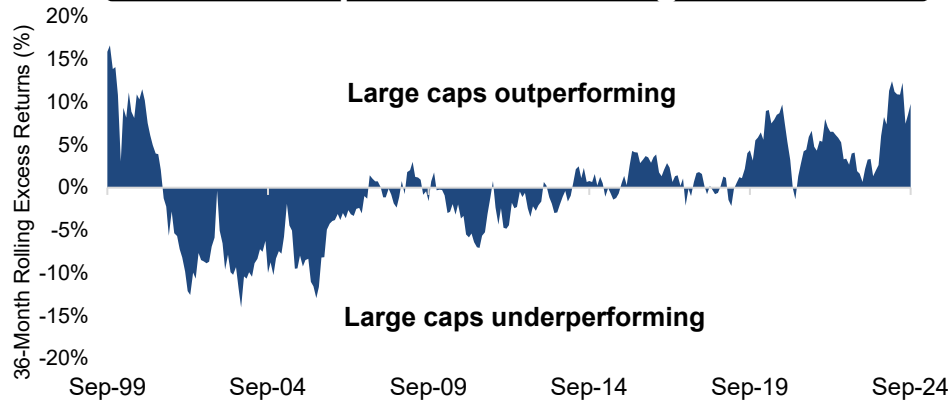
The Federal Reserve's monetary tightening began in 2022 to combat rising inflation and continued into early 2023 leading to higher interest rates. By mid-2023 inflationary pressures began to ease, prompting the Federal Reserve to slow rate hikes

## Regional Performance:

U.S. stocks continued to outperform non-U.S. stocks while emerging markets lagged developed markets

- **U.S:** Stocks rebounded from bear market territory in 2022, driven by large tech stocks like NVIDIA, Microsoft, and Apple
- **Developed Markets:** European stocks showed resilience despite economic challenges, while Asia-Pacific, led by Japan, benefited from earnings recovery
- **Emerging Markets:** Chinese equities underperformed due to a slowing economy and regulatory crackdowns

## Market Capitalization: Large vs. Small



## Market Capitalization:

- **Large cap stocks** extended their outperformance of small caps globally, especially in the U.S. where mega technology companies have dominated
- **Small and mid-cap stocks** underperformed but showed signs of recovery in emerging markets in mid-2024 as inflation eased

*Note: The S&P 500 index serves as a proxy for U.S. large cap stocks, the MSCI World-ex U.S. Index represents developed market stocks, and the Russell 2000 index is a proxy for small cap stocks.*

# Performance



## Returns (%)

## Risk Metrics (Since Inception)

As of August 31, 2024

	YTD 2024	1-Year	2-Year	3-Year	5-Year	Since Inception	Tracking Error (%)	Information Ratio	Sharpe Ratio	Up Capture	Down Capture	Inception Date
<b>Global Equity Portfolio</b>	<b>15.5</b>	<b>23.0</b>	<b>18.4</b>	<b>6.1</b>	<b>12.3</b>	<b>11.6</b>	<b>0.80</b>	<b>0.69</b>	<b>0.54</b>	<b>99.8</b>	<b>97.9</b>	<b>April 2019</b>
Benchmark <sup>1</sup>	15.2	22.6	17.9	5.2	11.8	11.1	--	--	0.50	--	--	
<b>Difference</b>	<b>0.3</b>	<b>0.4</b>	<b>0.5</b>	<b>0.9</b>	<b>0.5</b>	<b>0.5</b>						
<b>Passive Composite<sup>2</sup></b>	<b>15.3</b>	<b>22.8</b>	<b>18.2</b>	<b>5.7</b>		<b>10.6</b>	<b>NM</b>	<b>NM</b>	<b>0.45</b>	<b>101.22</b>	<b>99.6</b>	<b>January 2020</b>
MSCI ACWI IMI (Net)	15.2	22.6	17.9	5.2		10.2	--	--	0.42	--	--	
<b>Difference</b>	<b>0.2</b>	<b>0.2</b>	<b>0.3</b>	<b>0.5</b>		<b>0.5</b>						
<b>Factor-Based Composite</b>	<b>18.1</b>	<b>26.1</b>	<b>20.5</b>	<b>8.6</b>		<b>15.9</b>	<b>0.93</b>	<b>1.01</b>	<b>0.82</b>	<b>101.39</b>	<b>97.87</b>	<b>July 2020</b>
Custom Benchmark	17.4	25.3	19.8	7.3		15.0	--	--	0.75	--	--	
<b>Difference</b>	<b>0.7</b>	<b>0.8</b>	<b>0.7</b>	<b>1.3</b>		<b>0.9</b>						
<b>Active Composite</b>	<b>11.2</b>	<b>18.5</b>	<b>16.5</b>	<b>3.4</b>	<b>9.6</b>	<b>8.5</b>	<b>2.02</b>	<b>0.73</b>	<b>0.35</b>	<b>102.45</b>	<b>97.01</b>	<b>April 2019</b>
Custom Benchmark	11.4	18.7	15.7	2.3	8.0	7.1	--	--	0.26	--	--	
<b>Difference</b>	<b>-0.2</b>	<b>-0.2</b>	<b>0.8</b>	<b>1.1</b>	<b>1.6</b>	<b>1.5</b>						

- Global Equity has outperformed its benchmark across all time periods
- All three sub-strategies have delivered positive absolute and risk-adjusted returns
- Results for each sub-strategy are in-line with return and risk expectations

<sup>1</sup> The benchmark for Global Equity portfolio since July 2019 is the MSCI ACWI IMI Net Index. The benchmark from April 2019 to June 2019 is 80% MSCI ACWI IMI Net and 20% MSCI World ex-U.S. IMI Net currency hedged. Total Fund transitioned to functional category in April 2019. As a result, Global Equity portfolio inception date is April 2019.

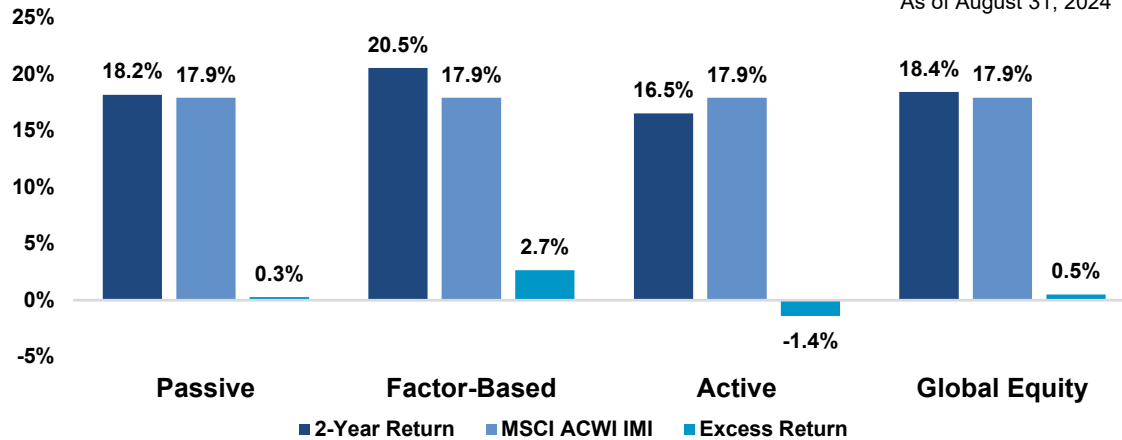
<sup>2</sup> Passive Composite Tracking Error and Information Ratio are not meaningful as alpha expectation for Passive Composite is 0 and Tracking Error is result of implementation decisions.

# Performance Attribution: Since Last Structure Review



## Trailing 2-Year Return vs Policy Benchmark

As of August 31, 2024

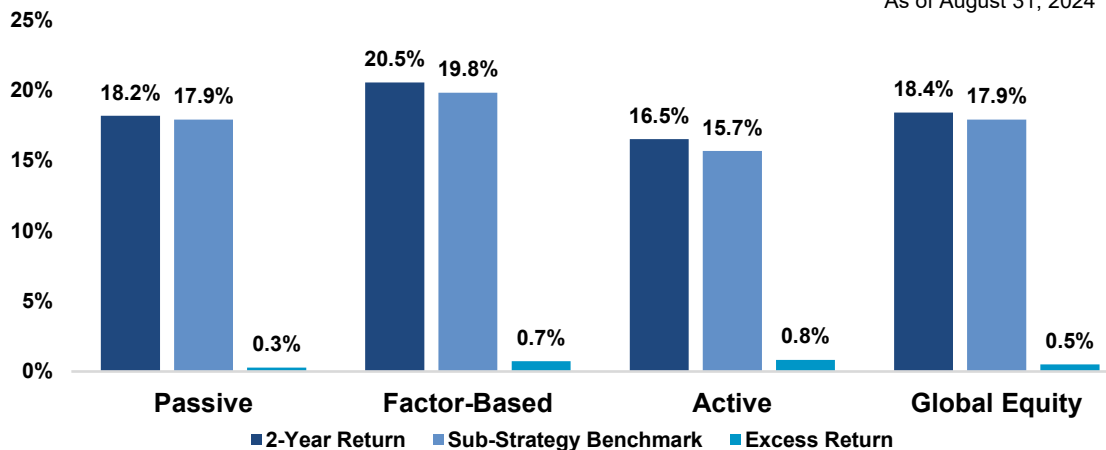


Global Equity portfolio outperformed its policy benchmark by 50 bps over the last two-year trailing period.

- **Performance vs. Policy Benchmark:** Two of the three sub-strategies outperformed the policy benchmark
  - The **passive** strategy exceeded the policy benchmark primarily due to earned income from tax reclaims
  - The factor-based composite outperformed as a result of its tilt to large cap stocks, which have led equity markets
  - The active manager composite underperformed the policy benchmark given its bias towards small caps and non-U.S. markets, which in aggregate, trailed the broad-market

## Trailing 2-Year Return vs Sub-Strategy Benchmark<sup>1</sup>

As of August 31, 2024



- **Performance vs. Sub-Strategy Benchmark:** All three sub-strategies outperformed their respective sub-strategy composite benchmarks
  - As indicated above the passive strategy provided positive returns versus its sub-strategy benchmark, the MSCI ACWI IMI index, the policy benchmark
  - Factor outperformance versus the sub-strategy benchmark was mainly due to strong performance from value factors
  - Active managers sub-strategy outperformance was attributable to positive stock selection by the underlying managers

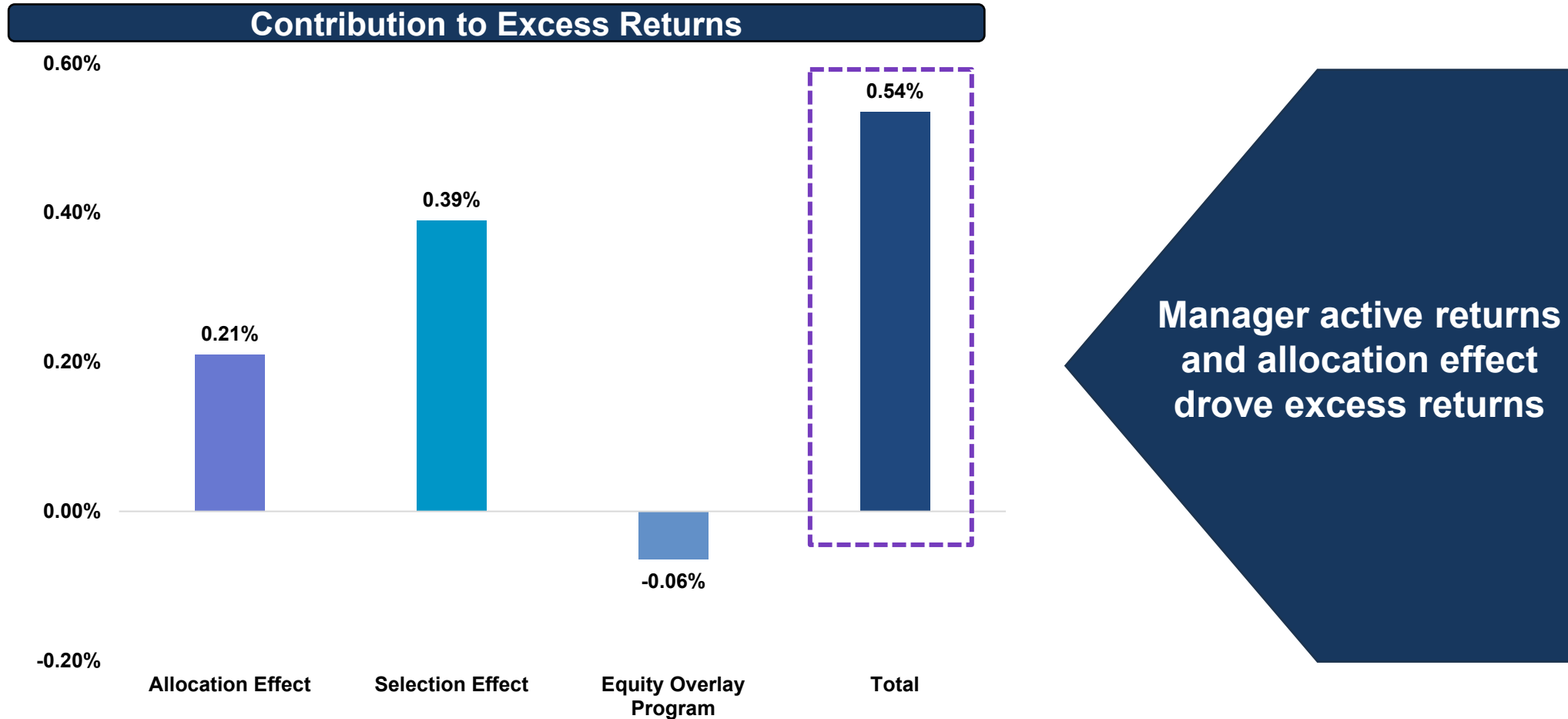
<sup>1</sup> Sub-strategy composite benchmarks reflect the weight of the underlying managers.

# Performance Attribution: Since Last Structure Review (Continued)



Global Equity outperformed its benchmark for last 2 Years by 54 bps

2-Year Period ended August 31, 2024



Source: State Street

# Manager Performance



As of August 31, 2024

Manager	Benchmark	Inception Date	% of Global Equity	Market Value (\$M)	Since Inception Excess Returns <sup>2</sup>	Since Inception Peer Rankings <sup>3</sup>
Global Equity Portfolio <sup>1</sup>	MSCI ACWI IMI	Apr-19	100.0%	\$27,318	0.56%	
<b>Passive Strategies Total</b>		<b>Feb-20</b>	<b>60.5%</b>	<b>\$16,537</b>		
SSGA	MSCI ACWI IMI	Feb-20	60.5%	\$16,537	0.45%	NM
<b>Factor Strategies Total</b>		<b>Feb-20</b>	<b>22.5%</b>	<b>\$6,146</b>		
JP Morgan U.S.	MSCI USA IMI	Jul-20	19.9%	\$5,432	0.84%	1st Quartile
JP Morgan Non-U.S.	MSCI ACWI-ex U.S. IMI	Aug-20	2.6%	\$715	0.99%	2nd Quartile
<b>Active Strategies Total</b>			<b>17.0%</b>	<b>\$4,634</b>		
Systematic	Russell 2000	Jul-18	0.9%	\$242	1.93%	2nd Quartile
Frontier Capital	Russell 2500	Jun-02	1.3%	\$345	0.99%	2nd Quartile
Acadian	MSCI EAFE + Canada	Apr-06	2.5%	\$671	0.90%	2nd Quartile
Capital Group	MSCI EAFE + Canada	Oct-87	1.7%	\$468	2.58%	2nd Quartile
Global Alpha	MSCI EAFE Small Cap	Nov-18	0.7%	\$190	-0.24%	3rd Quartile
Lazard	MSCI EM	Feb-13	1.6%	\$425	0.27%	3rd Quartile
BlackRock Euro Tilts	MSCI Europe	Jan-07	2.7%	\$732	1.13%	2nd Quartile
Cevian (Activist)	MSCI Europe	Oct-16	2.1%	\$565	2.76%	1st Quartile
Leading Edge (EMP)	MSCI ACWI IMI	May-24	1.9%	\$532	0.90%	NM
New Alpha (EMP)	MSCI ACWI IMI	Jun-24	1.7%	\$462	1.97%	NM

<sup>1</sup> The benchmark for Global Equity portfolio since July 2019 is the MSCI ACWI IMI Net Index. The benchmark from April 2019 to June 2019 is 80% MSCI ACWI IMI Net and 20% MSCI World ex-U.S. IMI Net Index.

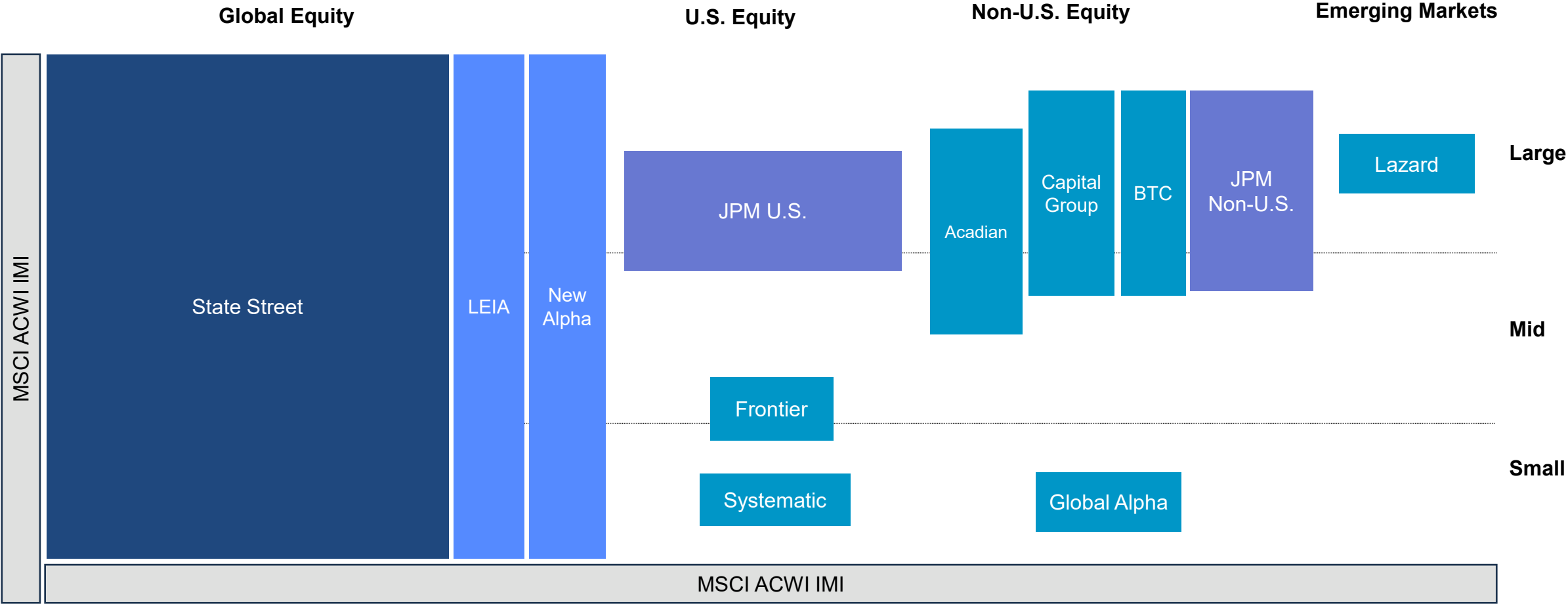
<sup>2</sup> Manager excess returns are measured against their respective benchmarks starting from the inception date of the LACERA mandate through August 31, 2024.

<sup>3</sup> Peer quartile rankings are evaluated against each manager's peer group in eVestment starting from each manager's LACERA inception date through June 30, 2024. Excludes the SSGA Passive mandate and the emerging manager program.

# Portfolio Diversification



LACERA's Global Equity portfolio is diversified across region and market capitalization



■ Passive   
 ■ Factors   
 ■ Active   
 ■ Emerging Manager Program

# Risk Summary



## Summary

Statistic	Value
Total Risk	15.70
Benchmark Risk	15.70
Active Risk	1.09
Portfolio Beta	1.00

## Growth Asset Category Contribution to Risk

\$ in Millions As of August 31, 2024

Asset Class	Market Value	Weight	Total Risk	Risk Contribution	%CR to TR
<b>Total</b>	<b>\$41,298</b>	<b>100%</b>	<b>15.70</b>	<b>15.70</b>	<b>100%</b>
Global Equity	27,432	66%	15.08	9.62	61%
Non-Core Private Real Estate	1,099	3%	22.67	0.36	2%
Private Equity	12,766	31%	20.71	5.72	36%

- Global Equity is considered the least risky asset category within the Growth Functional asset category on **Total Risk**. Its contribution to the overall Growth risk is lower than its weighting
- Global Equity makes up 66.4% of the Growth category market value but contributes 61.3% of Total Risk

## Summary

Statistic	Value
Total Risk	15.08
Benchmark Risk	15.03
Active Risk	0.47
Portfolio Beta	1.00

## Sub-Asset Category Contribution to Risk

\$ in Millions As of August 31, 2024

Asset Class	Market Value	Weight	Total Risk	Risk Contribution	%CR to TR
<b>Total</b>	<b>27,432</b>	<b>100%</b>	<b>15.08</b>	<b>15.08</b>	<b>100%</b>
Active	3,826	14%	15.73	2.11	14%
Factor Based	6,136	22%	15.33	3.39	22%
GE Emerging Manager Program	994	4%	14.55	0.52	3%
Passive	16,476	60%	15.09	9.06	60%

- Within Global Equity, the active sleeve represents the highest Total Risk compared to passive and factor-based strategies
- The risk within Global Equity aligns with the sub-asset class weight. For example, passive makes up 60.0% of Global Equity market value and contributes 60.0% of Total Risk

# Emerging Manager Program

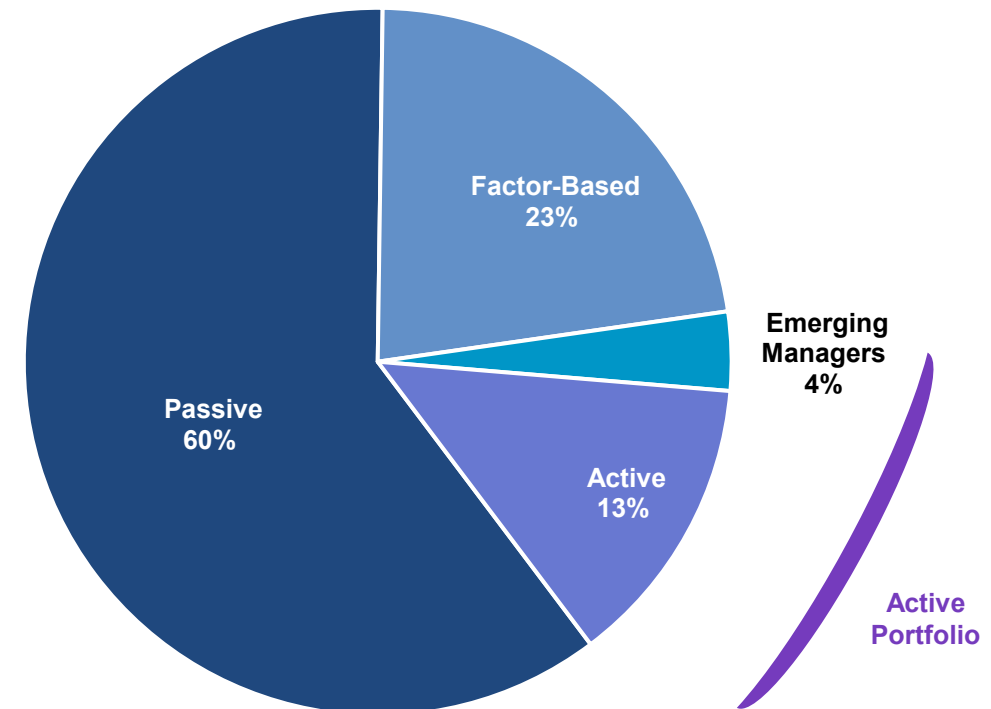


The objective of the LACERA' Global Equity Emerging Manager Program ("EMP") is to enhance the total Fund's risk-adjusted return. The EMP seeks a proper balance between the potential for higher returns available from select emerging managers, and the higher risks—both investment-related and operational—associated with less established firms

- LACERA's EMP was funded in 2Q 2024
- Initial funding of \$935 million or approximately 3.6% of Global Equity portfolio across Leading Edge and New Alpha
- 14 sub-managers accounts across both firms
- Both EMP managers are benchmarked to the MSCI ACWI IMI Index
- All emerging manager relationships are set up as separate accounts which allows LACERA to have beneficial ownership rights such as voting proxies and greater transparency into each portfolio
- The updated EMP aligns with LACERA's strategic initiatives by enhancing operational effectiveness of the Global Equity portfolio; optimizing the investment model; maximizing stewardship and ownership rights; and partnering with firms aligned with LACERA's T.I.D.E. initiative

As of August 31, 2024

## Global Equity Program



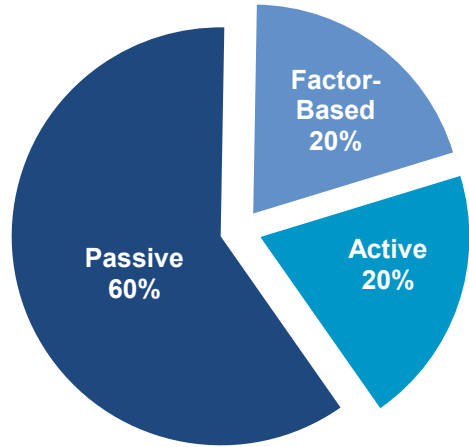


# Proposed Portfolio Structure Changes



## Current Structure

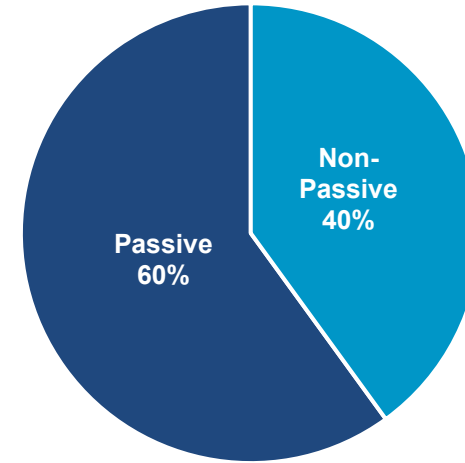
As of August 31, 2024



Sub-Strategy	Benchmark	Current Allocation	Target	Target Range
Passive	MSCI ACWI IMI Net	60.5%	60%	40% - 80%
Factor-Based	Custom Benchmark	22.5%	20%	10% - 30%
Active	Custom Benchmark	17.0%	20%	10% - 30%
<b>Global Equity</b>		<b>100%</b>	<b>100%</b>	

## Proposed Structure

As of August 31, 2024



Sub-Strategy	Benchmark	Current Allocation	Target	Target Range
Passive	MSCI ACWI IMI Net	60.5%	60%	40% - 80%
Non-Passive	MSCI ACWI IMI Net	39.5%	40%	30% - 50%
<b>Global Equity</b>		<b>100%</b>	<b>100%</b>	

### Consolidate the Factor-Based and Active strategies into a combined “Non-Passive” sub-strategy

- **Purpose:** Factor strategies currently implemented to complement existing active portfolio and manage unintended risk exposures
- **Flexibility:** Offer greater flexibility in adjusting exposures to regions, market caps, and sectors without limitation to sub-strategy
- **Risk Management:** Non-passive portfolio would further focus on aligning risk exposures of overall portfolio with policy benchmark
- **Allocation:** Allow greater flexibility in allocating to factor-based mandates and more effectively manage risk between lower and higher risk strategies

# Proposed Investment Guidelines Updates



## Existing Guidelines

Sub-Asset Class (Allocation)	Passive (60% Target +/- 20%)	Factor-Based (15% Target +/- 15%)	Active (25% Target +/- 15%, including emerging manager program)
<b>Manager Diversification</b>	Active: Single investment manager shall not exceed 10% of Global Equity portfolio, excluding assets managed by separate account manager through emerging manager program (EMP)		
<b>Volatility</b>	Tracking error: 1.0%-2.5% over a 7-year period		

## Proposed Guidelines

Passive (60% Target +/- 20%)	Non-Passive (40% Target +/- 10%, including emerging manager program)
Non-Passive: Single investment manager shall not exceed 10% of Global Equity portfolio excluding investment managers with less than 1.0% expected tracking error	
Tracking error: Up to 2.0% over a 7-year period	



# Private Equity

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# Portfolio Structure



\$ in Millions

As of June 30, 2024

Sub-Asset Class	Active GPs <sup>1</sup>	Investments	Market Value	Outstanding Commitments	% of NAV	Current Allocation Range
Buyout	44	97	\$7,418	\$3,882	57%	50%-85%
VC/Growth Equity	20	56	2,230	529	17%	5%-25%
Co-Investments / Secondaries	8	42	2,283	325	17%	5%-35%
Separately Managed Accounts	4	54	1,121	517	9%	0%-15%
<b>Total</b>	<b>76</b>	<b>249</b>	<b>\$13,052</b>	<b>\$5,253</b>	<b>100%</b>	

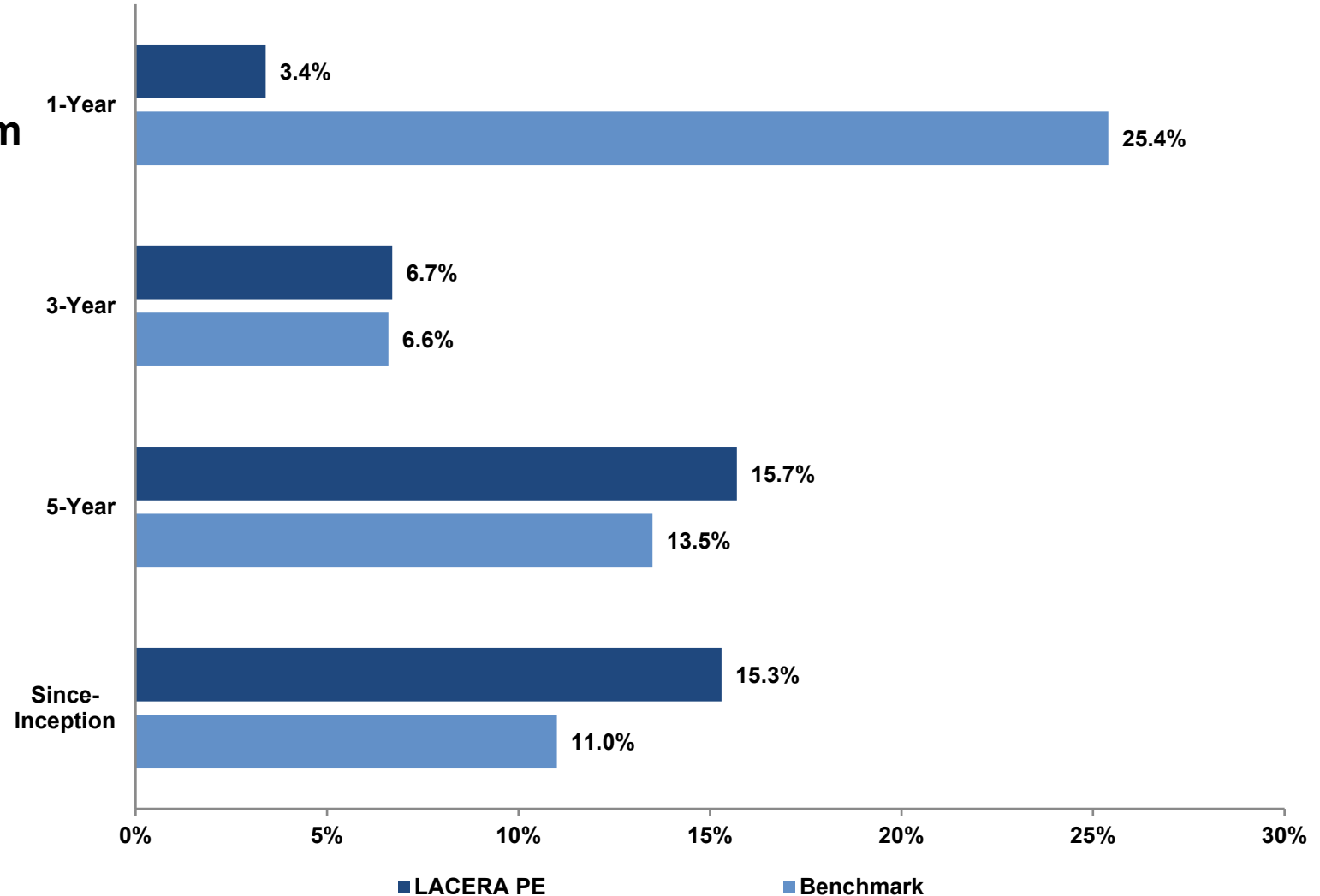
- The portfolio complies with the Board Approved Private Equity Investment Guidelines
- LACERA focuses on **buyout** investments due to market depth, scalability, and access to strategic co-investments
- **Venture capital** and **growth equity** offer incremental returns with additional risk but do not scale as efficiently as buyouts
- Internally managed **co-investments** and **secondaries** reduce the **J-curve** and allow for intentional allocations to sectors, strategies, industries, and geographies
- Separately managed accounts enhance the portfolio by targeting hard-to-access opportunities, such as small and emerging managers

<sup>1</sup> Total GPs exclude double-counting of general partners involved in multiple strategies.



## LACERA's Private Equity has generated short-term underperformance but exceeded its benchmark over longer-term periods

- The one-year underperformance was due to the exceptional performance of public markets, as reflected in the Private Equity benchmark, which includes the MSCI ACWI IMI Net index plus an additional 200 basis points of absolute return
- Additionally, the slowdown in private equity deal and exit activity, coupled with rising interest rates, has led to muted returns
- Despite these recent challenges, private equity has outperformed its benchmark by 220 basis points over five years, on an annualized basis

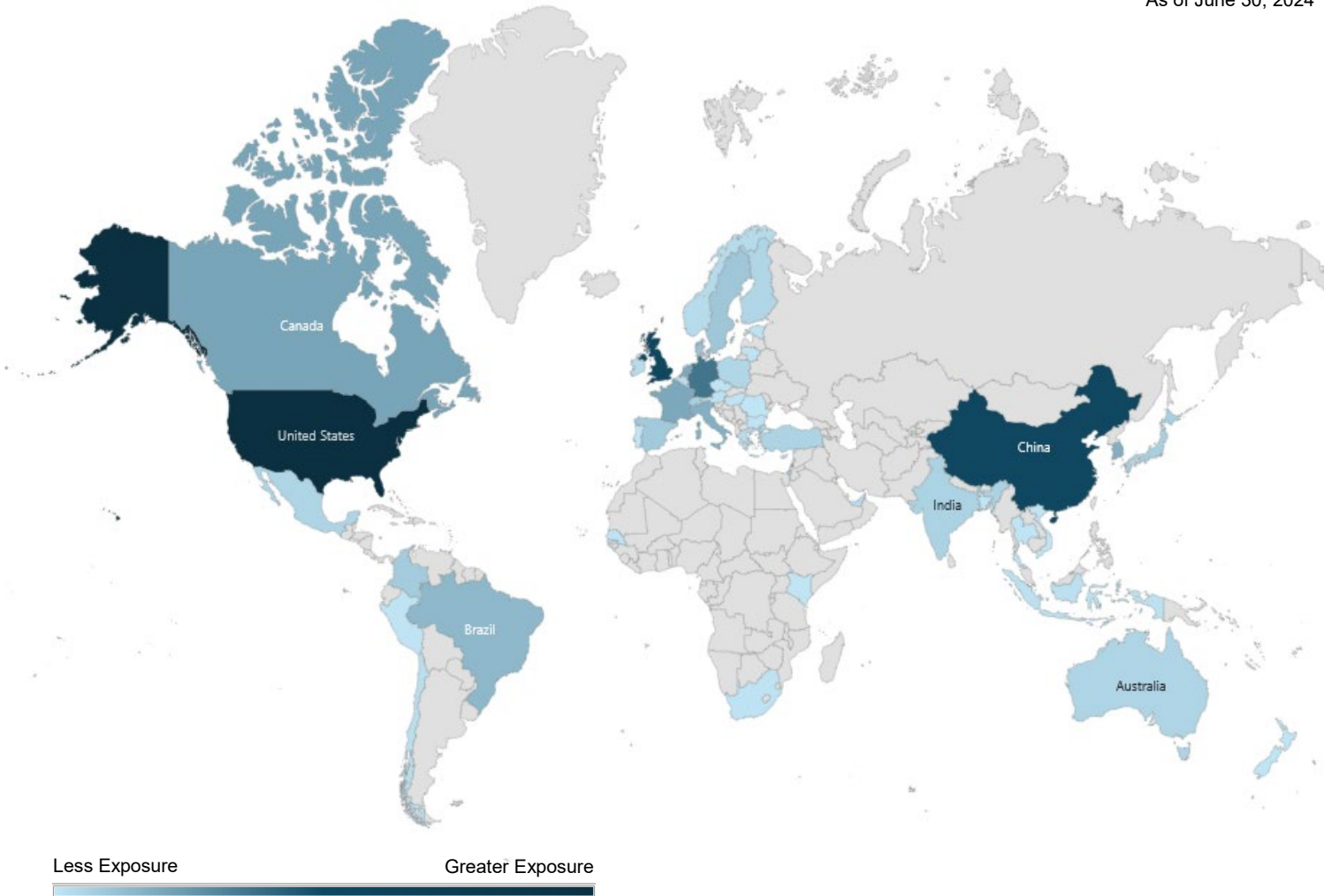


# Geographic Exposure

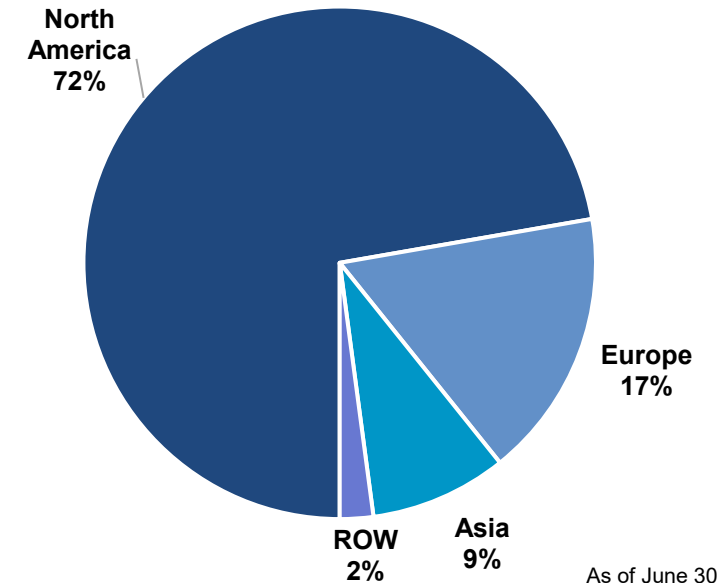


## Portfolio Company Geographic Exposure by Market Value

As of June 30, 2024



- The portfolio complies with the Board Approved Private Equity Investment Guidelines
- The United States offers the deepest capital markets, which is conducive for private equity
- Europe and Asia represent LACERA's second and third largest exposures to private equity



As of June 30, 2024

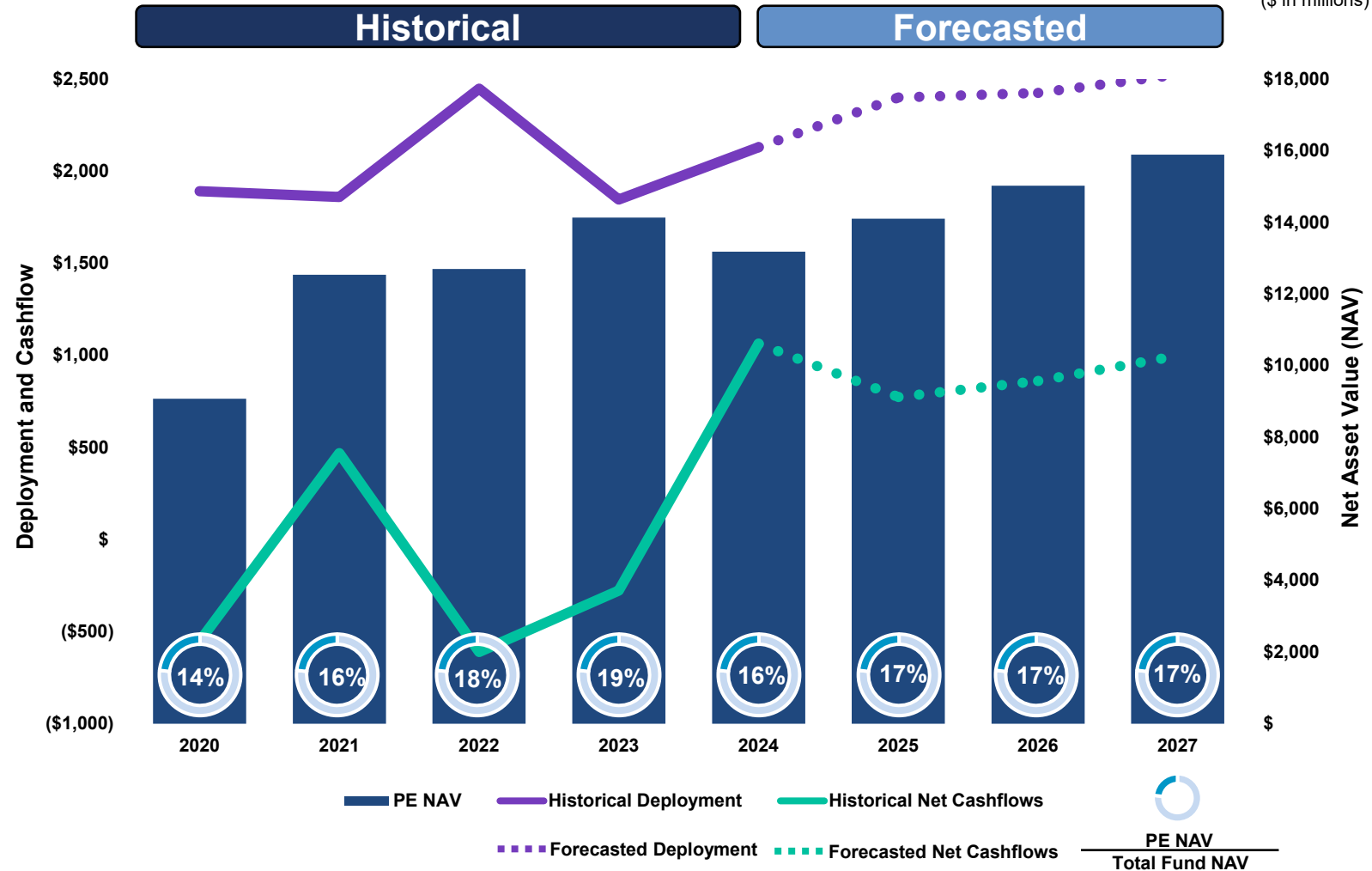
# Historical and Forecasted Deployment



As of June 30, 2024  
(\$ in millions)

## LACERA's Private Equity NAV has remained within the Board-approved asset allocation range

- In 2021, the Board approved increasing the Private Equity allocation from 10% to 17% of total Fund NAV
- LACERA has historically committed between \$2 billion and \$2.5 billion in Private Equity
- In 2022, the Board approved changing LACERA's annual commitment pace to 4% to 5% of the total Fund NAV
- Forecasted pacing aligns with historical deployment to maintain Private Equity's target allocation



# Primaries Performance

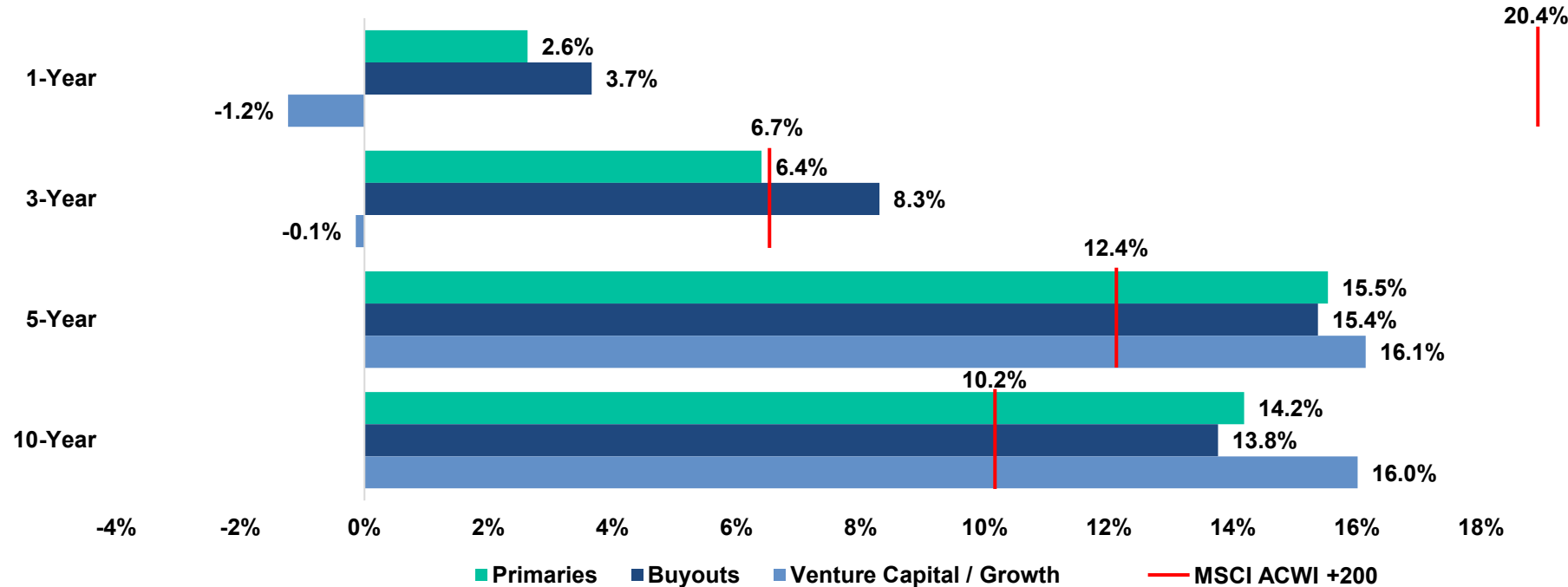
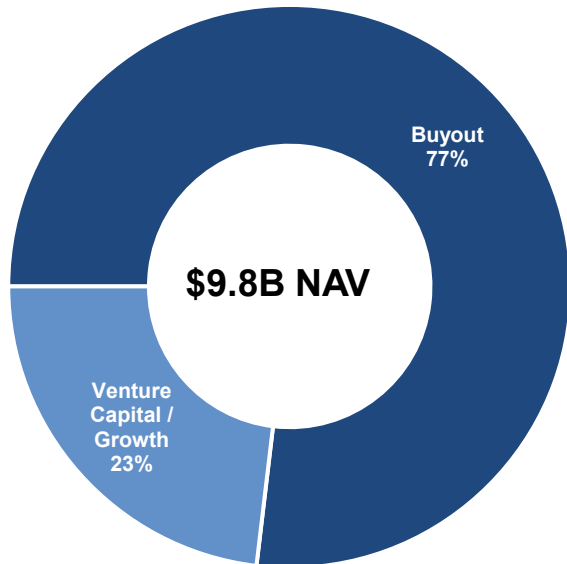


## LACERA's Private Equity primaries outperformed the benchmark over a five- and ten-year period

- The one-year and three-year underperformance was primarily due to exceptional public market returns and negative returns from venture capital and growth equity funds

As of June 30, 2024

### Primary Portfolio Sub-Strategy<sup>1</sup>



<sup>1</sup> Excludes co-investments and separately managed accounts allocations.



# Co-Investments and Secondaries Performance



Both strategies have mostly outperformed LACERA's Private Equity primaries performance since 2019

(\$ in millions)

As of June 30, 2024

## Performance Since Co-Investment and Secondary Program Inception

### Co-Investments



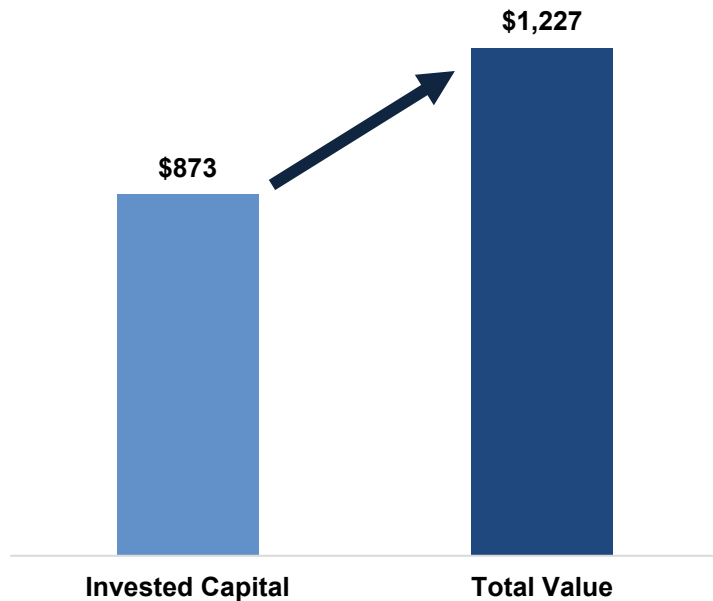
**Net IRR**  
**18%**



**Net TVPI**  
**1.4x**



**Net DPI**  
**0.2x**



### Secondaries



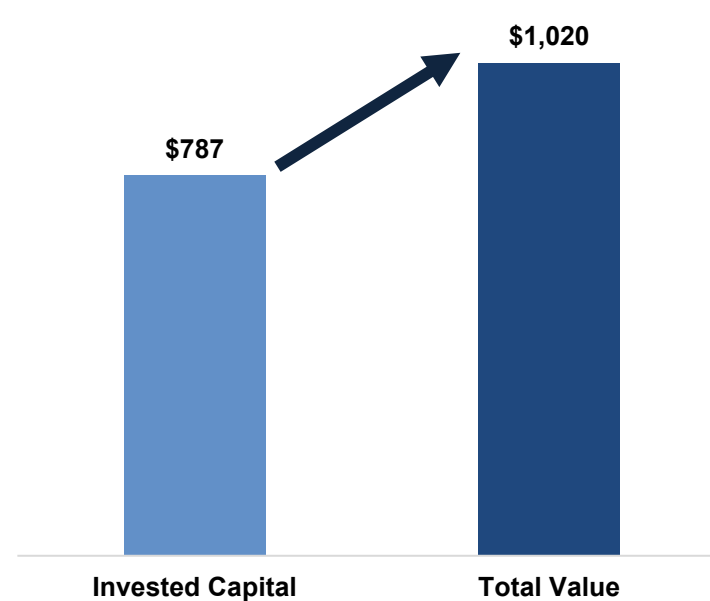
**Net IRR**  
**16%**



**Net TVPI**  
**1.3x**



**Net DPI**  
**0.3x**



### vs Primary Private Equity Funds

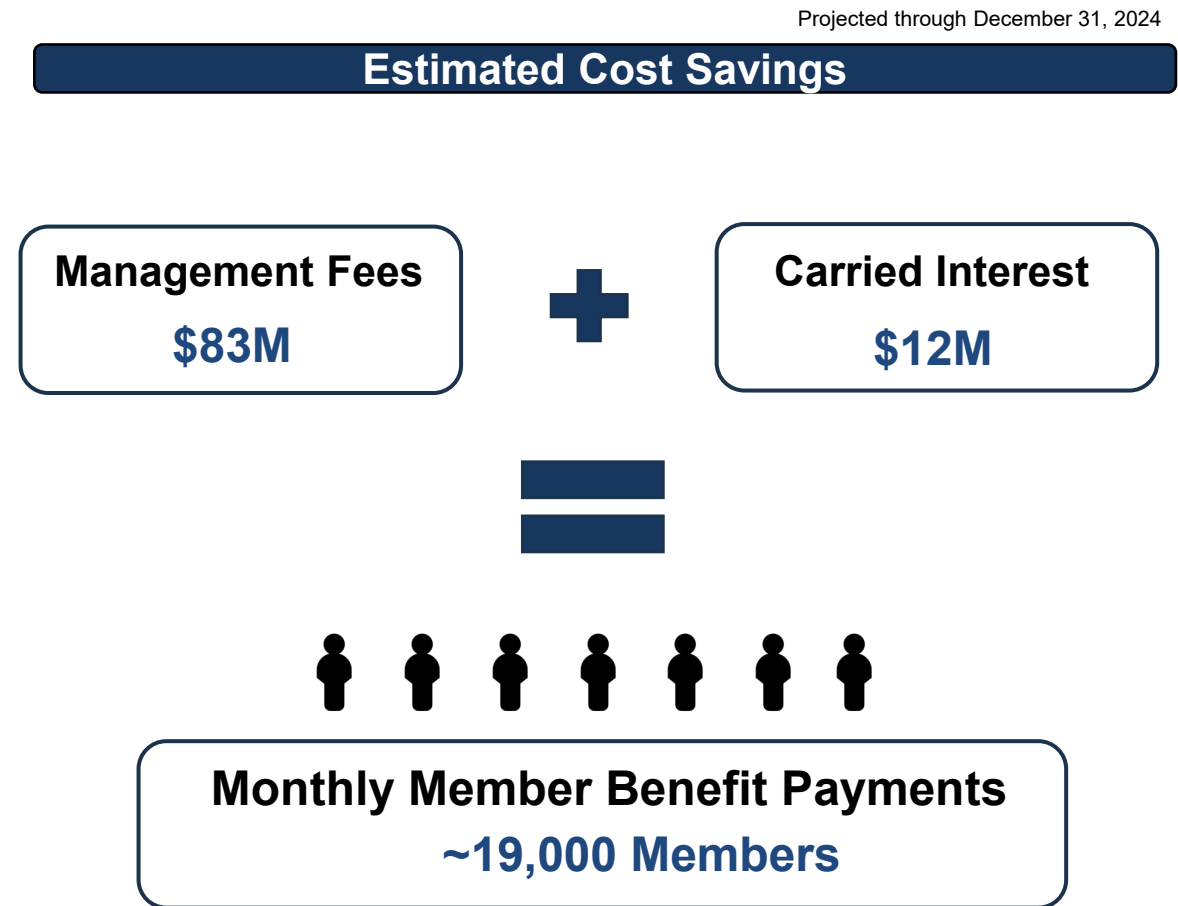
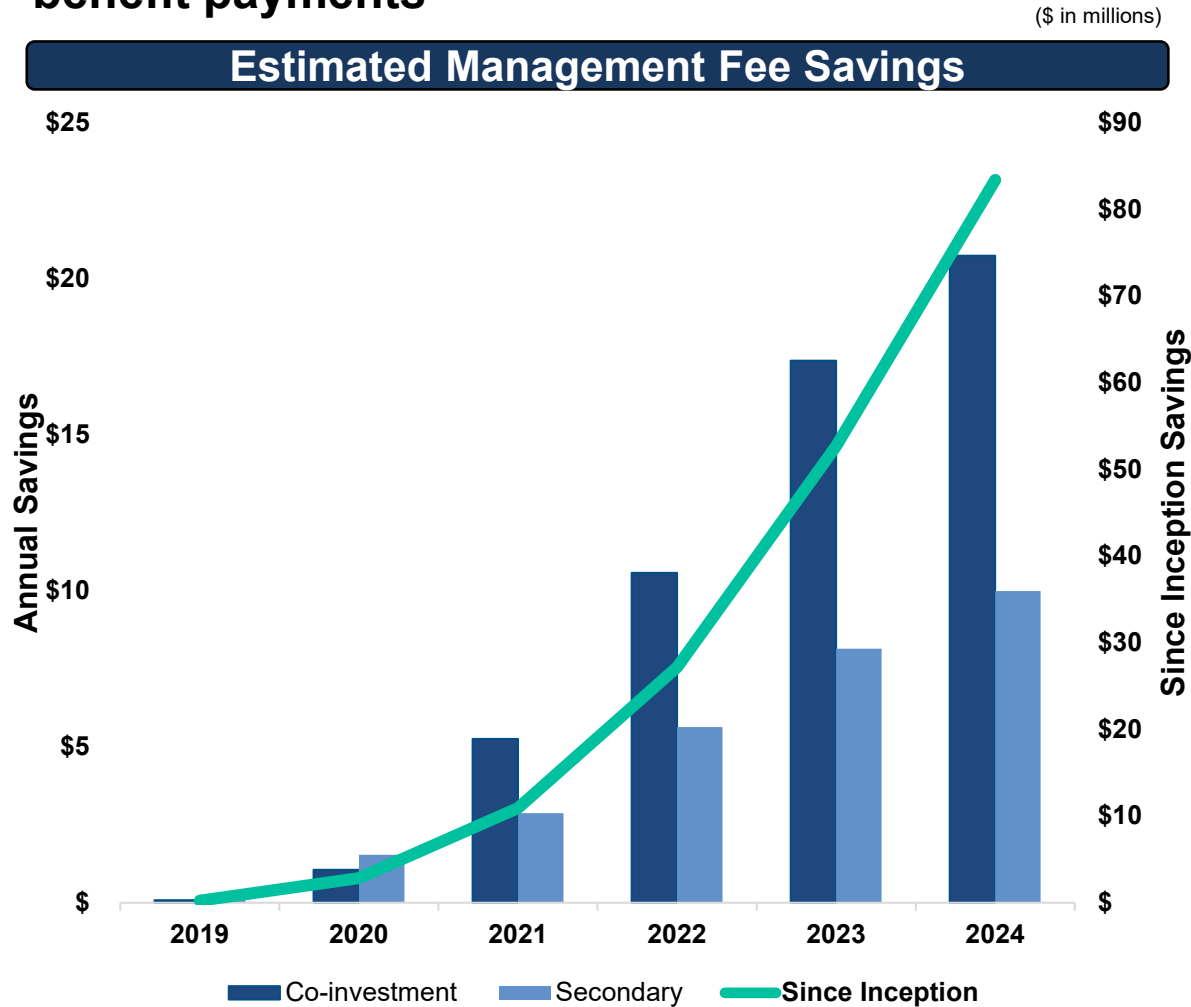
Vintage Year	Net IRR	
	Co-Investment / Secondaries	Primaries
2019	16%	13%
2020	32%	15%
2021	16%	11%
2022	8%	9%
2023	25%	5%

Vintage Year	Net TVPI	
	Co-Investment / Secondaries	Primaries
2019	1.7x	1.4x
2020	2.0x	1.4x
2021	1.5x	1.2x
2022	1.1x	1.1x
2023	1.2x	1.0x

# Co-Investments and Secondaries Cost Benefits



Program is projected to save ~\$95M in fees<sup>1</sup> by the end of 2024, equivalent to 19,000 monthly member benefit payments

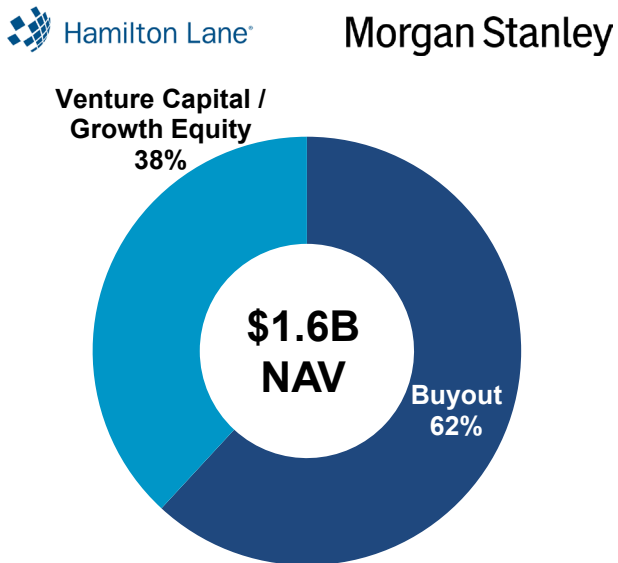
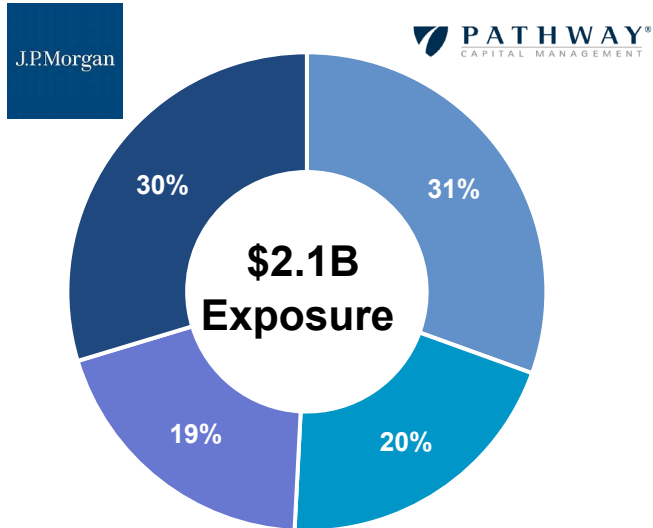


<sup>1</sup> Savings estimates based on 2% management fee on committed capital and 20% carried interest on realizations.

# Separately Managed Account Performance



As of June 30, 2024



	1-Year	3-Year	5-Year	10-Year
	MSCI ACWI +200 20.4%	Morgan Stanley 15.2%	Pathway Capital 19.2%	J.P.Morgan 21.7%
	Morgan Stanley 15.1%	MSCI ACWI +200 6.7%	Total Non-Emerging Manager Program 17.6%	Total Emerging Manager Program 21.6%
	J.P.Morgan 5.7%	Total Emerging Manager Program 5.1%	Total Separate Account Managers 16.2%	Pathway Capital 17.4%
	Total Separate Account Managers 5.5%	J.P.Morgan 5.1%	Morgan Stanley 14.6%	Total Separate Account Managers 16.4%
	Total Non-Emerging Manager Program 5.5%	Total Separate Account Managers 3.6%	J.P.Morgan 13.1%	Total Non-Emerging Manager Program 14.9%
	Total Emerging Manager Program 5.5%	Total Non-Emerging Manager Program 2.9%	Total Emerging Manager Program 13.1%	Morgan Stanley 11.6%
	Pathway Capital 0.2%	Pathway Capital -2.2%	MSCI ACWI +200 12.4%	MSCI ACWI +200 10.2%
	Hamilton Lane -5.2%	Hamilton Lane N/A, inception in 2023		

**Total separate accounts performance outpaced the Private Equity benchmark over a five-and ten-year period**

- Private Equity's Emerging Manager Program, consisting of J.P. Morgan and Hamilton Lane SMAs, represents 49% of the total NAV of separately managed accounts
- The Emerging Manager Program outperformed the Private Equity benchmark over a five-and ten-year period as well

# Risk Summary



As of August 31, 2024  
\$ in Millions

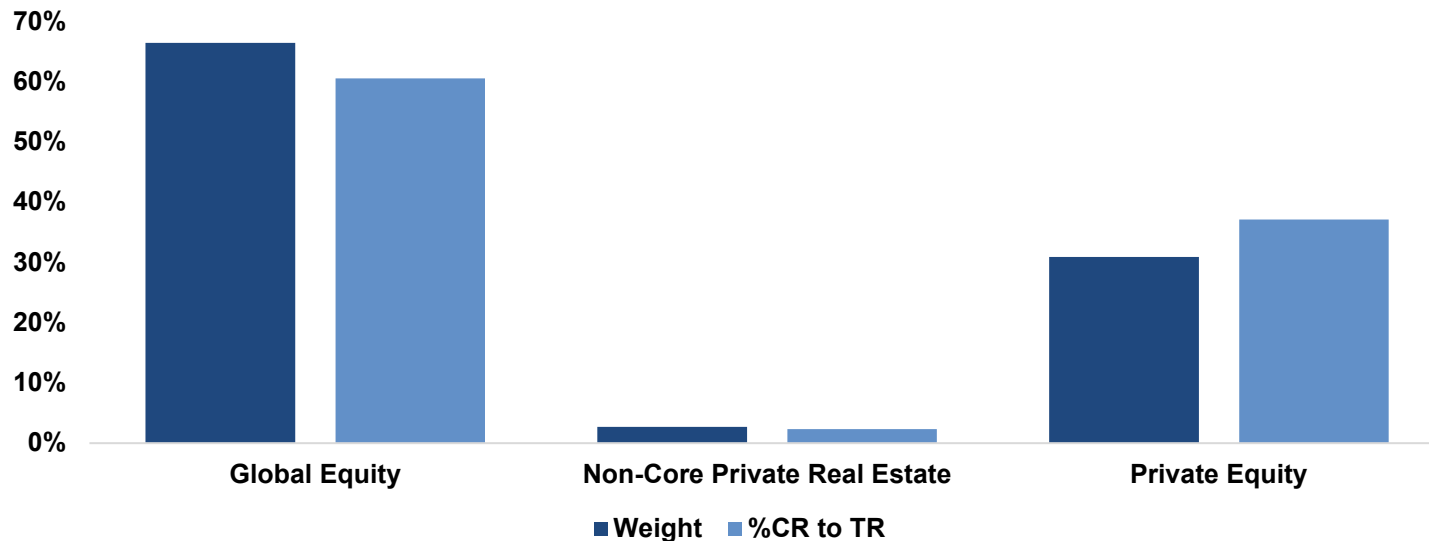
## Summary

## Asset Class Contribution to Risk

Statistic	Value	Asset Class	Market Value	Weight	Total Risk	Risk Contribution	%CR to TR
Total Risk	15.70	Total	\$41,298	100%	15.70	15.70	100%
Benchmark Risk	15.70	Global Equity	27,432	66%	15.08	9.62	61%
Active Risk	1.09	Non-Core Private Real Estate	1,099	3%	22.67	0.36	2%
Portfolio Beta	1.00	Private Equity	12,766	31%	20.71	5.72	36%

- Private Equity is the second riskiest asset category within the Growth segment and the total Fund based on Total Risk. Its contribution to total Fund risk is higher than its overall weighting
- Private Equity comprises 31% of the Growth category market value and contributes 36% to the Total Risk within Growth

## Asset Class Allocation



# Structure and Current Activities



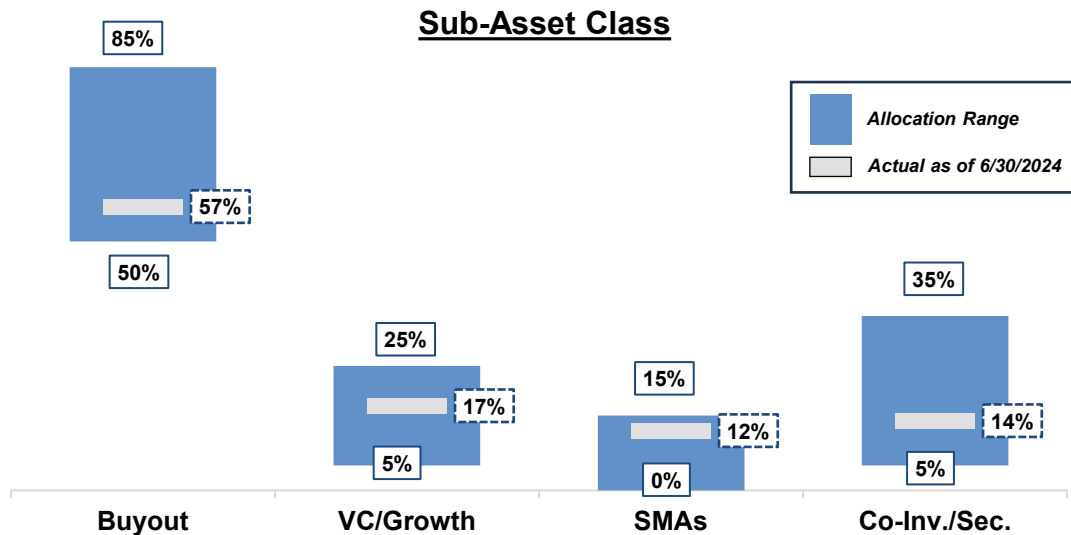
## Current Activities

- Increase allocations to strategic partnerships with better terms, more co-investment opportunities, and enhanced governance through LPAC participation
- Elevate comprehensive investment due diligence, including operational due diligence, ESG, and DEI considerations
- Continue integrating risk management tools for portfolio monitoring

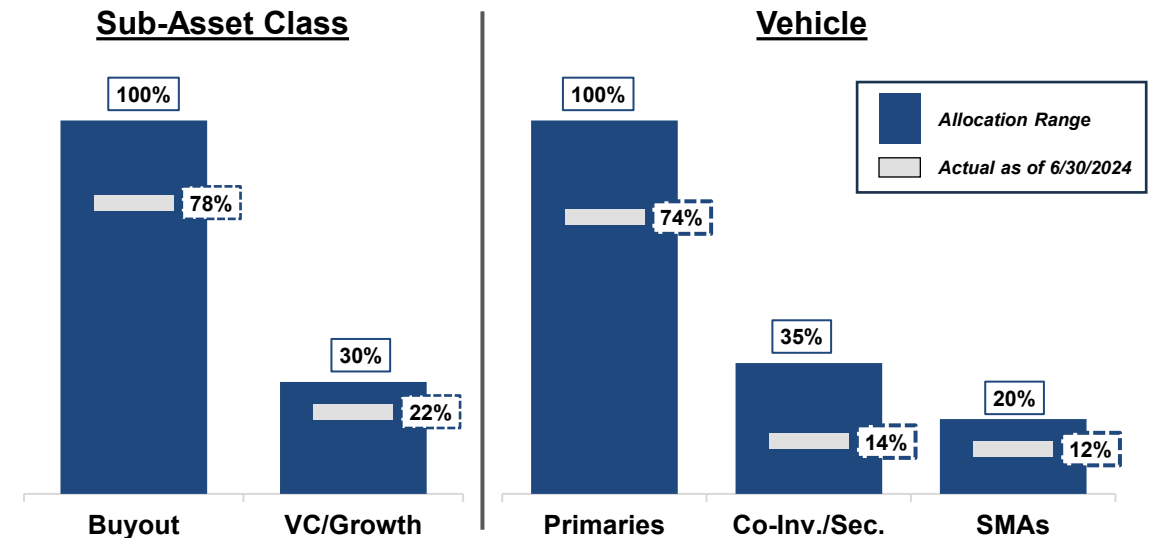
## Proposed Guideline Updates

- Increase portfolio transparency by separating Buyout and VC/Growth sub-asset categories from investment vehicles such as primaries, co-investments, secondaries, and separately managed accounts
- Improve flexibility in emerging manager program, enabling a greater allocation to venture capital and growth equity

### Current Allocation Ranges as a % of PE NAV



### Proposed Allocation Ranges as a % of PE NAV



# Proposed Investment Guidelines Updates



## Existing Guidelines

<b>Total Annual Budget</b>	4% to 5% of LACERA's total Fund NAV			
<b>Sub-Asset Class (Allocation)</b>	Buyouts (50% - 85%)	Venture Capital / Growth Equity (5% - 25%)	Co-Investments / Secondaries (5% - 35%)	Separately Managed Accounts / Fund-of-Funds (0% - 15%)
<b>Investment Vehicle</b>	N/A			

## Proposed Guidelines

Up to 5% of LACERA's total Fund NAV		
Buyouts (Up to 100%)	Venture Capital / Growth Equity (Up to 30%)	
Primaries (Up to 100%)	Co-Investments / Secondaries (Up to 35%)	Separately Managed Accounts / Fund-of-Funds (Up to 20%)

*Note: LACERA's proposed allocation ranges indicate the maximum potential allocation to a sub-asset class or vehicle, rather than the target allocation.*

# Proposed Investment Guidelines Update Emerging Manager Program (EMP)



## Existing Guidelines

Sub-Asset Class (Allocation)	Mirrors LACERA PE program
---------------------------------	---------------------------

## Proposed Guidelines

Up to 100% buyout and up to 40% venture capital and growth equity
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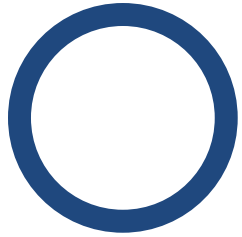
*Note: LACERA's proposed allocation ranges indicate the maximum potential allocation to a sub-asset class, rather than the target allocation.*



# Growth Next Steps

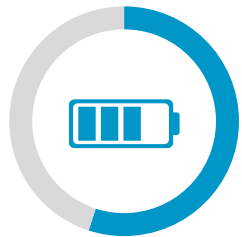
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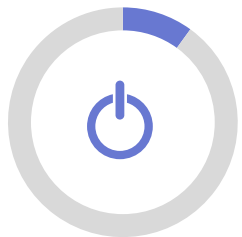
## Completed

- Completed secondary sale of non-strategic private equity funds
- Finalized annual NAV reconciliation process
- Onboarded Global Equity Emerging Manager Program
- First commitment to a Japan-dedicated private equity strategy
- Implemented initiatives from 2022 Growth Structure Review



## In Progress

- Implementation of newly-approved Strategic Asset Allocation
- Investment guideline updates
- Finalizing first commitment to Southeast Asia/India-focused strategy



## Upcoming

- Rationalize Global Equity mandates for portfolio fit and risk and return profile
- Consider and evaluate the efficacy of prospective complementary and diversifying strategies for Global Equity non-passive allocation
- Integrate enhanced portfolio analytics capabilities

# Growth: Summary Recommendation



Summarized below are the recommendations in this structure review:

## Growth

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- Affirm Growth as the primary driver of long-term returns, implementation approach, and desired attributes

### Global Equity

- Approve proposed portfolio investment guidelines updates

### Private Equity

- Approve proposed portfolio investment guidelines updates



# Appendix

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# Global Equity: Investment Guidelines



**Functional Asset Class: Growth (Target Allocation 48% +/- 8% of Total Fund)**  
**Asset Class: Global Equity (Target Allocation 29% +/- 7% of Total Fund)**

<b>Benchmark</b>	MSCI ACWI IMI Net	
<b>Sub-Asset Class (Allocation)</b>	Passive (60% Target +/- 20%)	Non-Passive (40% Target +/- 10%, including emerging manager program)
<b>Sector/Industry</b>	GICS sectors relative to policy benchmark: +/- 5%	
<b>Market Capitalization</b>	Relative to policy benchmark: Large-cap +/- 5%; Mid-cap +/- 5%; Small-cap +/- 5%	
<b>Geography</b>	Region relative to policy benchmark: U.S. +/- 5%, Developed Ex-U.S. +/- 5%, Emerging Markets +/- 5%	
<b>Investment Size/Range</b>	See sub-asset class allocation	
<b>Manager Diversification</b>	Non-Passive: Single investment manager shall not exceed 10% of Global Equity portfolio excluding investment managers with less than 1.0% expected tracking error	
<b>Prohibited Investment Type</b>	Refrain from purchasing securities in tobacco, Sudan, and Iran when the same investment goals concerning risk, return and diversification can be achieved through the purchase of another security	
<b>Leverage</b>	Prohibited	
<b>Volatility</b>	Tracking error: Up to 2.0% over a 7-year period	
<b>Hedging/Cash Overlay</b>	If market capitalization or regions deviate +/-1% relative to benchmark, the cash overlay may be used to rebalance market exposures back to target	
<b>Emerging Manager Program</b>	Target Allocation Range: 0% - 10% of Global Equity portfolio; See following slide for emerging manager program details	

# Global Equity: Emerging Manager Program (EMP) Guidelines



**Functional Asset Class: Growth (Target Allocation 48% +/- 8% of Total Fund)**  
**Asset Class: Global Equity (Target Allocation 29% +/- 7% of Total Fund)**

<b>Benchmark</b>	MSCI ACWI IMI Net
<b>Investment Size/Range</b>	Up to 10% of the Global Equity Portfolio
<b>Manager Diversification</b>	LACERA is to represent no more than 40% of separate account manager/emerging managers' firm assets
<b>Program Framework</b>	<ul style="list-style-type: none"> <li>• Typically has less than \$3 billion in firm assets under management. Firm assets cannot exceed \$5 billion</li> <li>• No person or entity, other than the principals or employees of the emerging manager, shall own more than 49% interest in the firm</li> <li>• Portfolio management team must have an average of at least five (5) years of investment experience managing a strategy similar to the investment style as LACERA's proposed investment</li> <li>• Firm age is typically less than 5 years and cannot exceed 15 years at time of hire. The weighted average age of the total LACERA portfolio can be no more than 10 years at the program's inception</li> <li>• Emerging manager: i) is registered as an investment adviser under the Investment Advisers Act of 1940 or is exempt from registration, ii) has audited financial statements or will obtain within one year of hire, and iii) complies with Global Investment Performance Standards (GIPS). Firm undergoes annual GIPS verification or separate account manager confirms compliance</li> <li>• LACERA retains consent right for emerging manager selection</li> </ul>
<b>Emerging Manager Definition</b>	Emerging managers are independent firms that have less substantial assets under management, may lack a long-term investment performance record, and are further defined by the Program Framework above
<b>Graduation Description</b>	Graduation entails re-categorizing an investment from LACERA's emerging manager program to LACERA's primary portfolio that may adjust the size of the investment
<b>Graduation Target Timeframe</b>	3 – 7 years after an initial investment

*Note: Under the Investment Policy Statement, CIO has authority to approve temporary variances from asset-level program and investment manager guidelines. Any waivers granted will be reported to the Board of Investments.*

# Private Equity: Investment Guidelines



**Functional Asset Class: Growth (Target Allocation 48% +/- 8% of Total Fund)**  
**Asset Class: Private Equity (Target Allocation 17% +/- 6% of Total Fund)**

<b>Benchmark</b>	MSCI ACWI IMI Net + 200 bps (3-Month lagged)		
<b>Total Annual Budget</b>	Up to 5% of LACERA's total Fund NAV		
<b>Geography</b>	U.S. 55% - 80%, Non-U.S. 20% - 45%, Emerging Markets 0% - 15% (Emerging Markets allocation included in Non-U.S.)		
<b>Sub-Asset Class</b>	Buyout (Up to 100%)	Venture Capital / Growth Equity (Up to 30%)	
<b>Investment Vehicle</b>	Primaries (Up to 100%)	Co-Investments/ Secondaries (Up to 35%)	Separately Managed Account / Fund-of-Funds (Up to 20%)
<b>Annual Allocation</b>	Up to 100% of LACERA's annual PE budget	Up to 30% of LACERA's annual PE budget	Up to 30% of LACERA's annual PE budget
<b>Investment Size/Range</b>	Minimum \$5 million to maximum 10% of LACERA's PE NAV plus undrawn commitments	Up to 25% co-inv. and sec. annual budge	Up to 70% of SMA/FoF annual budget
<b>Fund Concentration</b>	Maximum 50% of total commitments from all LPs	N/A	
<b>Prohibited Investment Type</b>	1.) Hostile takeovers 2.) Privatization of jobs held by LACERA members		
<b>Emerging Manager Program</b>	See following slide for emerging manager program details		
<b>Alternative Investment Vehicles</b>	See following slide for co-investments and secondaries details		

*Note: LACERA's proposed allocation ranges indicate the maximum potential allocation to a sub-asset class or vehicle, rather than the target allocation.*

# Private Equity: Emerging Manager Program (EMP) Guidelines



**Functional Asset Class: Growth (Target Allocation 48% +/- 8% of Total Fund)**  
**Asset Class: Private Equity (Target Allocation 17% +/- 6% of Total Fund)**

<b>Benchmark</b>	MSCI ACWI IMI Net + 200 bps (3-Month lagged)
<b>Sub-Asset Class (Allocation)</b>	Up to 100% buyout and up to 40% venture capital and growth equity
<b>Geography</b>	Same as broader asset class investment guidelines
<b>Target Allocation Range</b>	Up to 10% of PE NAV
<b>Investment Size/Range</b>	Up to 70% of annual budgeted capital for Separately Managed Accounts / Fund-of-Funds
<b>Manager Diversification/Concentration</b>	Manager Diversification: Same as broader asset class investment guidelines; Manager Concentration: Total aggregate commitment to a single general partner will not exceed 20% of the Separate Account commitment
<b>Fund Concentration</b>	LACERA's share in a single partnership, once the partnership has closed to new investments, shall not exceed 50% of that partnership's total commitments from all limited partners
<b>Program Framework</b>	Separately Managed Account
<b>Emerging Manager Definition</b>	Emerging Manager is defined as the general partner's first, second, or third institutional fund with fund sizes: (i) less than \$1 billion for buyouts and growth equity funds; (ii) less than \$400 million for venture capital funds
<b>Graduation Description</b>	Graduation entails a direct commitment to a primary fund from LACERA rather than through LACERA's emerging manager program
<b>Graduation Target Timeframe</b>	3 – 7 years after an initial investment

*Note: LACERA's proposed allocation ranges indicate the maximum potential allocation to a sub-asset class and to the total emerging manager program, rather than the target allocation.*

# Private Equity: Co-Investments and Secondaries Guidelines



**Functional Asset Class: Growth (Target Allocation 48% +/- 8% of Total Fund)**  
**Asset Class: Private Equity (Target Allocation 17% +/- 6% of Total Fund)**

<b>Benchmark</b>	MSCI ACWI IMI Net + 200 bps (3-Month lagged)		N/A
<b>Alternative Investment Vehicle</b>	Co-Investments	Secondary Purchases	Secondary Sales
<b>Annual Capital Deployment</b>	Up to 30% of LACERA's PE allocation		<p>All sales must provide strategic, tactical, and/or economic benefits that assist LACERA in meeting its investment goals                      The program will consider selling undesired holdings that include both mature secondaries and hybrid secondaries</p> <p>Sell determinations will fall under the following criteria:</p> <ul style="list-style-type: none"> <li>• Poor Performing: Poor performing assets that have little to no potential to materially improve the future performance of the Private Equity program</li> <li>• Tail Ends: Mature assets that have provided a significant portion of their potential performance, whether attractive or poor, and the remainder of the assets have little to no potential to materially improve the future performance of the Private Equity program. These assets will typically have little value remaining in the capital account and/or few holdings remaining in the fund</li> <li>• Non-strategic: Assets that have an investment focus that is no longer a strategic part of LACERA's investment objectives and there is little to no potential to materially improve the future performance of the Private Equity program</li> <li>• Strategic: Assets that can help improve the overall purchase prices and returns associated with the secondary sale</li> </ul> <p>The secondary sale program will opportunistically consider the sale of single limited partnership interests and portions of partnership interests as well as portfolios of multiple limited partnership interests. Portfolio sales will be considered when the aggregated benefit to the Private Equity program is more attractive than individual dispositions</p>
<b>Investment Size/Range</b>	<ul style="list-style-type: none"> <li>• Up to 20% co-investment and secondaries annual budget</li> <li>• Secondaries exclude amounts rolled over from primary funds in conjunction with a continuation vehicle secondary transaction</li> </ul>		
<b>Sourcing</b>	<ul style="list-style-type: none"> <li>• Investments offered by LACERA-approved managers</li> <li>• Investments alongside a LACERA-approved discretionary PE manager, a PE consultant, or the manager's or consultant's approved managers</li> <li>• A secondary fund or vehicle that is managed by a manager of the same institutional quality as those LACERA has previously committed to</li> </ul>		
<b>Deal Types</b>	Buyout, growth equity, and venture capital		
<b>Use of Third Party</b>	Third party confirms LACERA's due diligence was satisfactorily followed	Third party advisor confirms valuation	
<b>Investment Limitations</b>	1) Hostile takeovers 2) Privatization of jobs held by LACERA members		

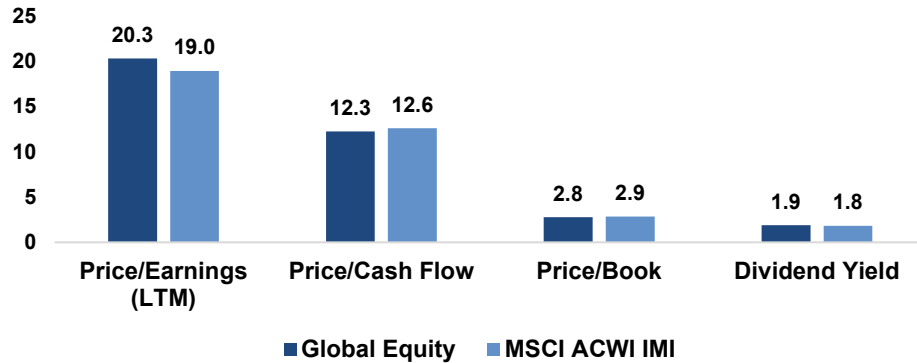
*Note: LACERA's proposed ranges indicate the maximum potential annual deployment, rather than the target allocation.*



# Global Equity: Portfolio Characteristics

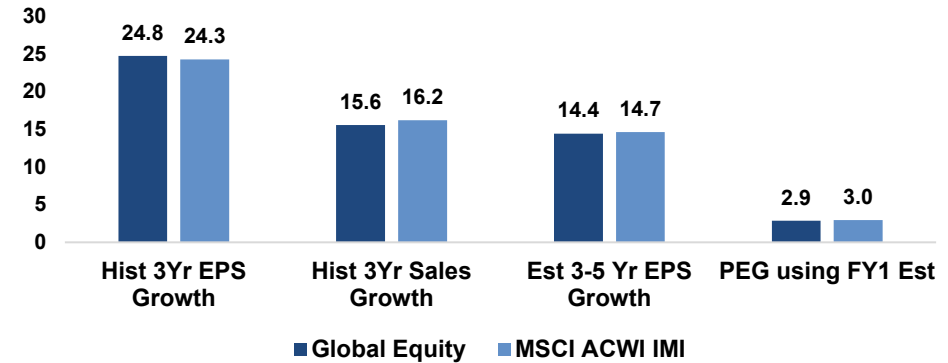


## Value



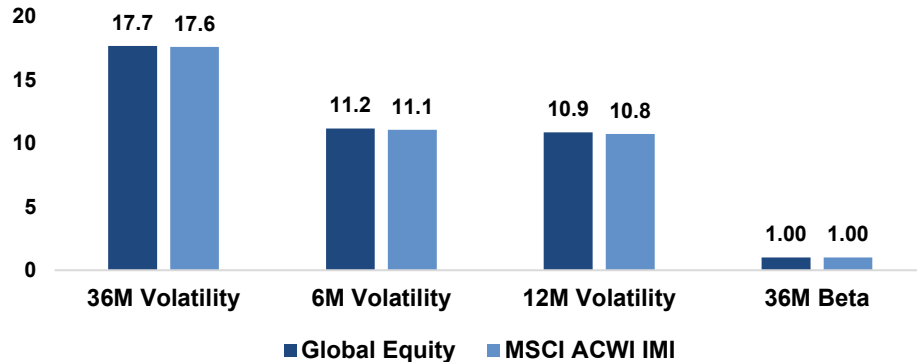
**Value:** This factor identifies undervalued stocks by comparing their market price to fundamental metrics such as earnings, book value, and dividends.

## Growth



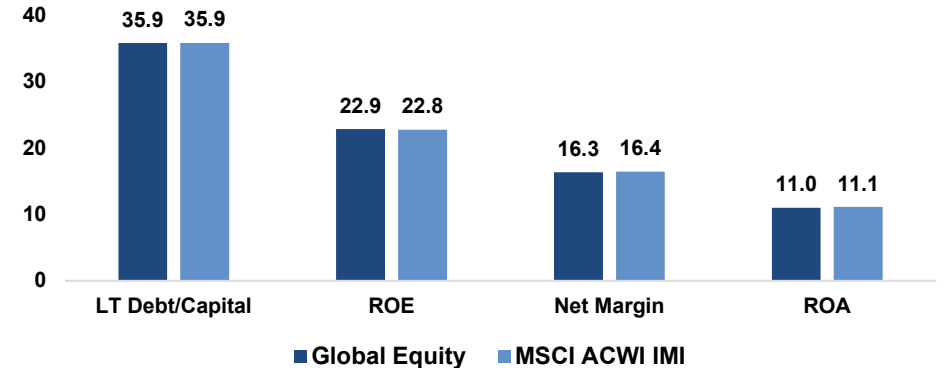
**Growth:** The growth factor focuses on companies with strong historical and projected earnings growth.

## Volatility



**Volatility:** This factor measures the degree of variation in a stock's price over time. High volatility indicates larger price swings, while low volatility suggests more stable prices.

## Quality

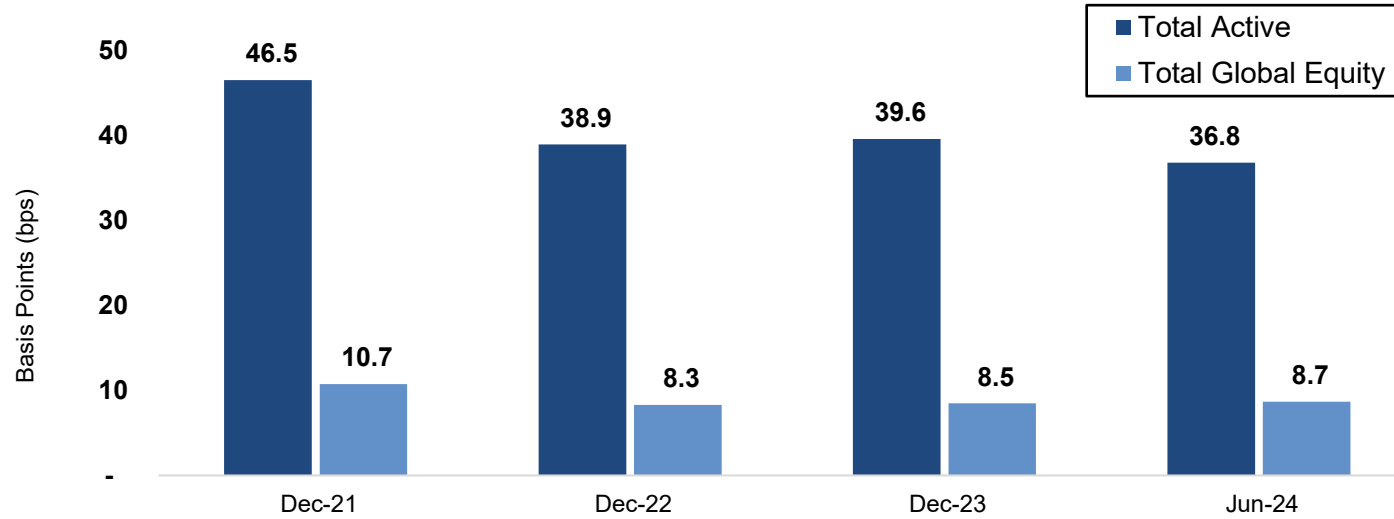


**Quality:** The quality factor assesses the financial health and operational efficiency of a company.

# Global Equity: Maximizing Returns through Cost Minimization



Annualized Investment Management Fees Since 2021



## Continuous Improvement

Ongoing efforts to enhance net-of-fees performance

## Substantial Reductions

Annual fees have been reduced by 2.0 basis points (about \$5.6 million) compared to 2021

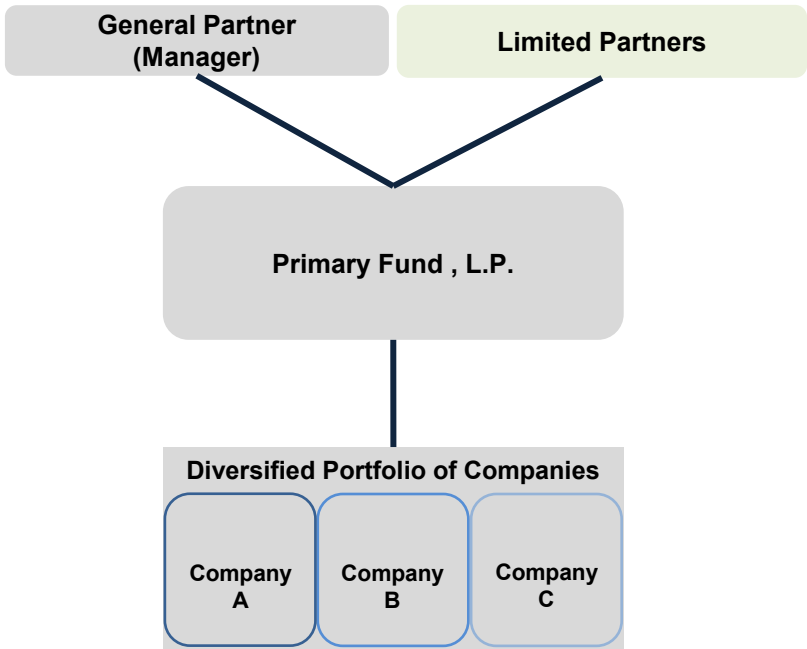
## Sources of Savings

Manager terminations in higher cost active strategies and reallocation to lower cost strategies

# Private Equity: Investment Vehicle Illustration – Abridged Version

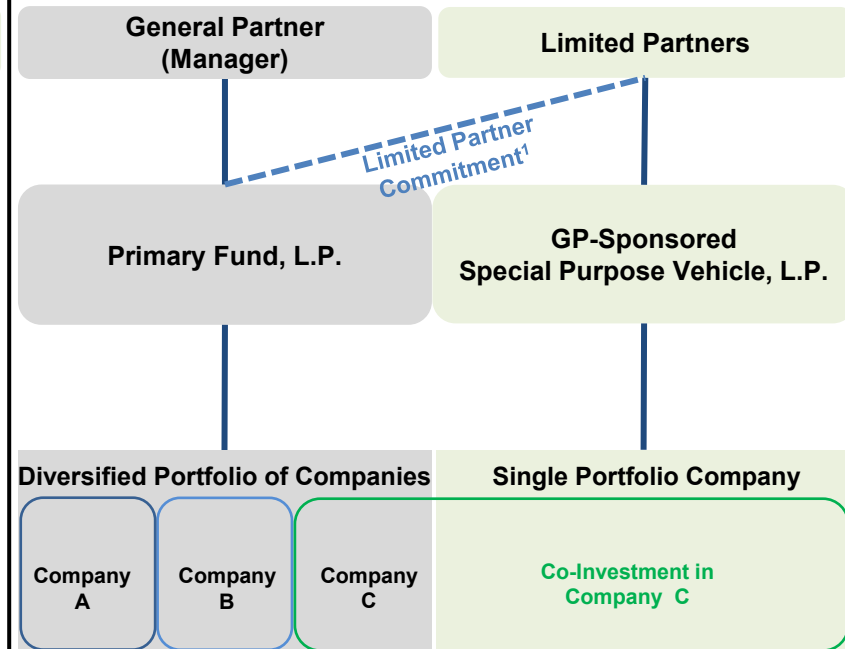


## Primary



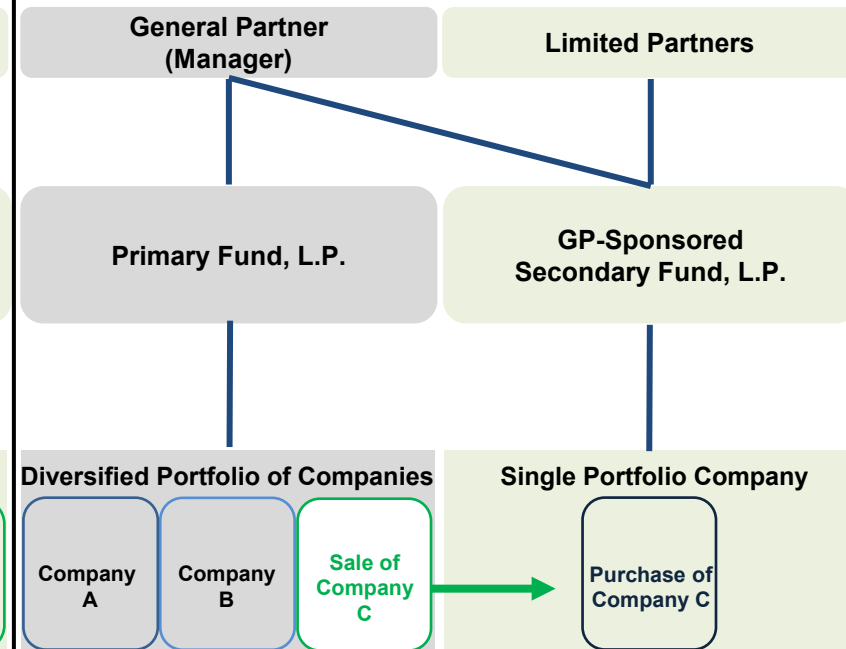
Limited partners invest in a private equity fund that holds a diversified portfolio of companies

## Co-Investment



Limited partners invest in a single portfolio company alongside a private equity fund

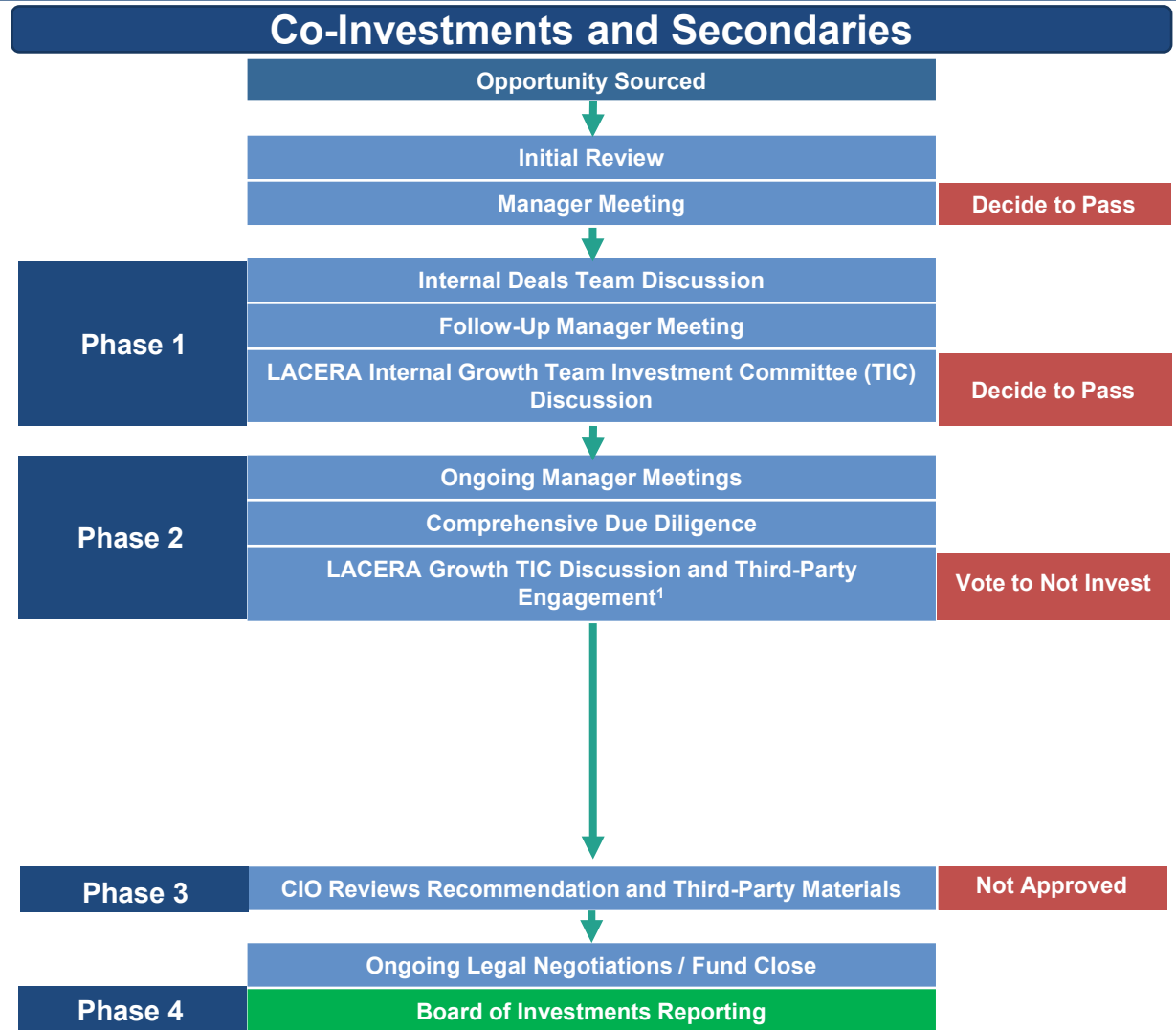
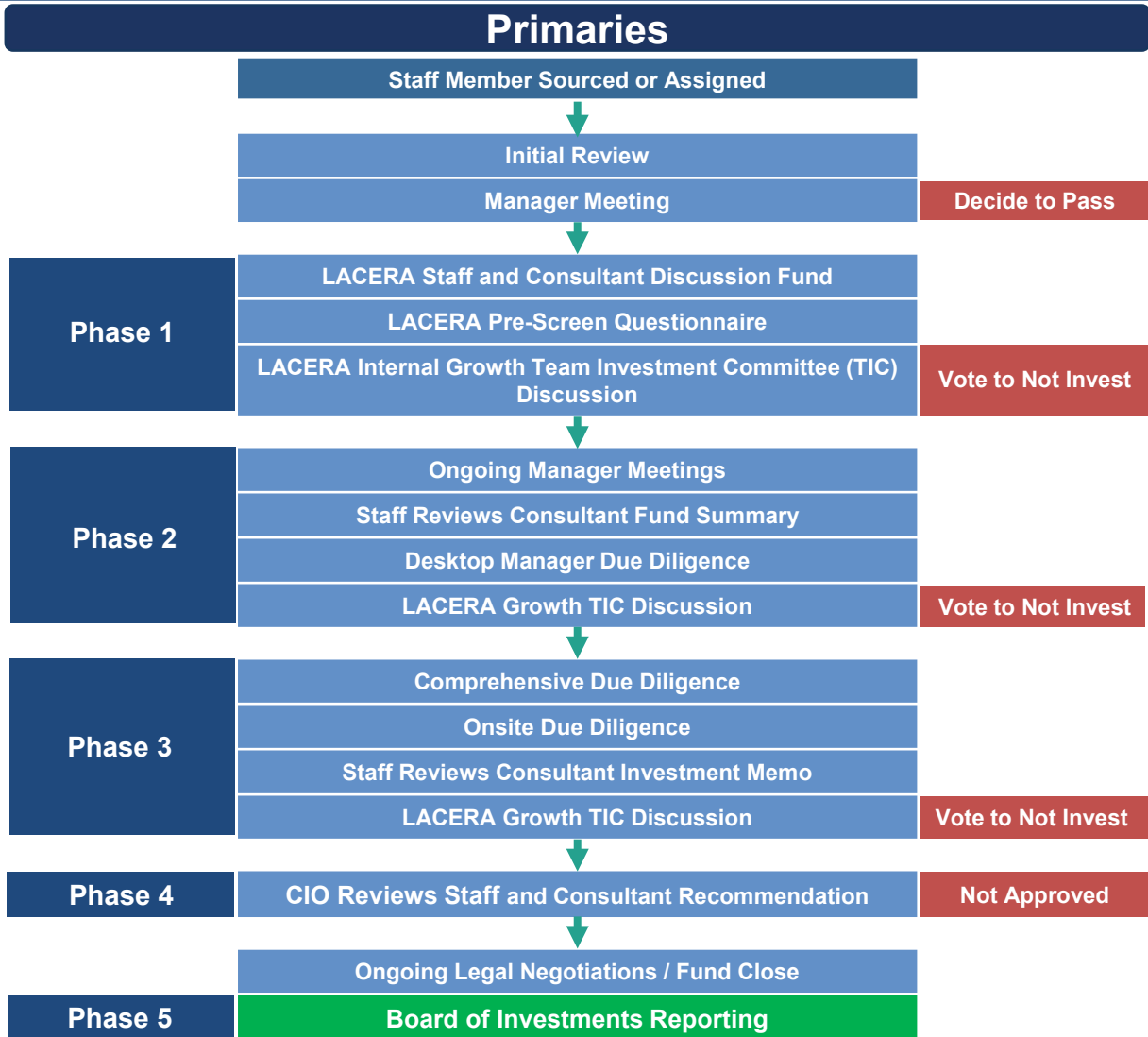
## GP-Led Secondary



Limited partners invest in a fund that acquires a portfolio company out of an existing private equity fund

<sup>1</sup> Limited partners often commit to a primary to gain access to fee-free co-investment opportunities.

# Private Equity: Investment Process



<sup>1</sup> Refer to co-investment and secondaries Investment Guidelines.

Note: Size of phase boxes are not indicative of time spent on due diligence.

# Private Equity: Commitments



Fund Name	Commitment (\$ in Millions)
STG VII	\$150
Alpine Investors IX	\$150
Montefiore Investment VI S	\$106
Montefiore Investment Expansion	\$54
CVC Capital Partners IX	\$270
Co-Investment	\$50
Innovation Endeavors V	\$65
Centerbridge Capital Partners V	\$250
Wynnchurch Capital Partners VI	\$115
Clearlake Capital Partners VIII	\$400
Secondary	\$100
Co-Investment	\$75
<b>Total 2023</b>	<b>\$1,785</b>

Fund Name	Commitment (\$ in Millions)
Innovation Alpha V	\$100
Co-Investment	\$100
Co-Investment	\$57
Kingswood Capital Opportunities III	\$150
Lightyear Fund VI	\$150
Co-Investment	\$95
Secondary Investment	\$120
Mill Point Capital Partners III	\$150
Summit Partners Growth Equity XII	\$250
<b>Total 2024 YTD</b>	<b>\$1,172</b>

# Private Equity Potential Re-Ups



Fund Name
GHO Capital IV
Great Hill Partners IX
MBK Partners VI
Novacap TMT VII
One Rock Capital IV
Primary Ventures Partners V
Triton VI
Veritas Capital IX
Webster Equity Partners VI

# Private Equity: Re-Ups Not Done



Manager Name
BlackFin Financial Services
Canaan Partners
GGV Capital
Hellman & Friedman Capital Partners
Juggernaut Capital Partners
Onex Partners
PAI Partners
RedBird Capital Partners
Rivean Capital
TA Associates



**No managers graduated from the Emerging Manager Program managed by JP Morgan into the Core portfolio during 2023-2024**



# Glossary of Terms



Term	Acronym	Definition
<b>Active Risk</b>		The expected standard deviation of the differential return between the portfolio and the benchmark. Active total risk arises from active management, and it is the result of active weights (deviations from the benchmark)
<b>Allocation Effect</b>		A measure of the returns generated by allocating portfolio weights to specific segments, including regions and market capitalization
<b>Alpha</b>		The excess return of an investment against a specified benchmark
<b>Basis Points</b>	<b>BPS</b>	One one-hundredth of one percent. One hundred basis points equal one percent
<b>Beta</b>		Represents the degree of correlation between a security and the market
<b>Buyout</b>		Strategies focused on owning a controlling share (over 50%) of a company, often using leverage. These deals typically involve restructuring to enhance financial performance with the goal of selling the company at a profit
<b>Cap</b>		Abbreviation for capitalization. Market capitalization or market cap refers to the total market value of a company represented in dollar amount
<b>Co-Investment</b>		An investment in a single company that is made alongside a private equity general partner
<b>Downside Capture</b>		Measure of an investment's performance during down markets, calculated as the strategy's returns divided by the returns of the benchmark index during the down market. A lower down market capture ratio means an investment was less negatively impacted during market downturns
<b>Emerging Manager Program</b>	<b>EMP</b>	Seeks to identify and invest in independent firms that have less substantial assets under management or may lack a long-term investment performance record
<b>Emerging Markets</b>		Economies that are in the process of rapid growth and industrialization. The MSCI Emerging Markets IMI Index consists of large, mid, and small-cap companies from 24 countries that are considered emerging markets
<b>Equity Overlay Program</b>		A futures-based overlay program that maintains the Global Equity region and market capitalization exposures to within +/-1% range relative to its policy benchmark. Exchange-traded futures contracts are utilized to gain exposure
<b>Earnings Per Share</b>	<b>EPS</b>	Indicates the profitability of a company. It is calculated by dividing the company's net income by the number of outstanding shares of common stock
<b>Exposure</b>		Net asset value ("NAV") plus any unfunded commitments
<b>Factors</b>		Characteristics of stocks that help explain their risk and return. Factor-based strategies construct portfolios defined by these traits to achieve better risk-adjusted returns.
<b>Fund-of-Funds</b>	<b>FoF</b>	An investment fund that pools capital from multiple investors to invest in a diversified portfolio of other private equity funds rather than directly in individual companies
<b>GICS Sector</b>	<b>GICS</b>	Method for assigning companies to a specific economic sector and industry group that best defines its business operations
<b>Global Investment Performance Standards</b>	<b>GIPS</b>	A set of standardized, industry-wide ethical principles that guide investment firms on how to calculate and present their investment results to prospective clients
<b>Growth Equity</b>		A type of private equity investment focused on providing capital to late-stage companies that have demonstrated significant growth potential but need additional funds to scale their operations further

# Glossary of Terms (Continued)



Term	Acronym	Definition
<b>Information Ratio</b>		The portfolio's excess return over its benchmark divided by its tracking error
<b>Internal Rate of Return</b>	<b>IRR</b>	Internal Rate of Return (IRR) is used to estimate the profitability of potential investments. It is the discount rate that makes the net present value (NPV) of all cash flows from a particular project equal to zero
<b>J-Curve</b>		Represents the typical investment trajectory where initial losses occur due to high expenses and underperforming investments
<b>Limited Partner Advisory Committee</b>	<b>LPAC</b>	LPACs are formed to help with fund governance and protect investors. They can advise on conflicts of interest, approve investments, and review key events
<b>Net Asset Value</b>	<b>NAV</b>	The value of an asset minus any expenses and liabilities
<b>Price-to-Book</b>	<b>P/B</b>	Compares a company's market value to its book value. It is calculated as the stock price divided by the book value per share
<b>Price-to-Cash Flow</b>	<b>P/CF</b>	Compares a company's market value to its operating cash flow. It is calculated as the stock price divided by the operating cash flow per share
<b>Price-to-Earnings</b>	<b>P/E</b>	A company's current share price compared to its per-share earnings. It is calculated as the stock price divided by earnings per share
<b>Rest of World</b>	<b>ROW</b>	Refers to other geographies no currently defined
<b>Return on Assets</b>	<b>ROA</b>	Indicates how efficiently a company uses its assets to generate profit. It is calculated as net income divided by total assets
<b>Return on Equity</b>	<b>ROE</b>	Measures a company's profitability by revealing how much profit a company generates with the money shareholders have invested. It is calculated as net income divided by shareholders' equity
<b>Risk Contribution</b>	<b>CR</b>	The percent of total risk that an individual asset or risk source contributes. For example, a % CR to Total Risk of 10% indicates that 10% of the portfolio's total risk is arising from the portfolio's position in that particular asset
<b>Secondaries/Secondary Investment</b>		The purchase or sale of existing investor commitments or ownership stakes in private equity funds or individual private-equity-owned companies
<b>Selection Effect</b>		A measure of the impact of a manager's performance relative to their mandate benchmark. It reflects the Global Equity managers excess returns in aggregate
<b>Separately Managed Account</b>	<b>SMA</b>	An investment portfolio that is managed separately from other investment vehicles and hold investments for only client
<b>Sharpe Ratio</b>		Measures risk-adjusted performance of an investment compared to a risk-free asset
<b>Standard Deviation</b>		Volatility of monthly returns that measures the average deviation from the mean
<b>Total Risk</b>	<b>TR</b>	The total (gross) risk to an asset (or portfolio), which is the standard deviation of the asset's total return distribution, expressed in percent.
<b>Tracking Error</b>	<b>TE</b>	Volatility of a manager's excess return; measured by subtracting the standard deviation of the manager's returns from the standard deviation of the benchmark return
<b>Upside Capture</b>		Measure of an investment's performance during up markets, calculated as returns divided by the returns of the benchmark index during the up market. A high up capture ratio means an investment outperformed the index during up markets

## MEMORANDUM

**TO:** LACERA Board of Investments  
**FROM:** Tim Filla, Aysun Kilic, Alex Khorsandian, and Imran Zahid  
**CC:** Jon Grabel, CIO - LACERA  
**DATE:** October 23, 2024  
**RE:** Growth Functional Category Structure Review

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The purpose of this memo is for Meketa Investment Group to formalize its support for Staff's observations and recommendations contained in the Growth Structure Review document.

### Evaluation of Recommendation

In November 2023, the BOI approved a revised Investment Policy Statement which notably elevated Structure Reviews as a key component of BOI oversight and direction setting. In May 2024, The BOI approved a revised Strategic Asset Allocation and approved a revised Investment Policy Statement incorporating those changes in June 2024. This Structure Review provides the opportunity for the BOI to review and approve the LACERA's staff's proposed implementation of the Growth category in the context of the recently BOI approved Strategic Asset Allocation and Investment Policy Statement.

As outlined in the IPS, Staff performed a comprehensive review of Global Equity within the Growth Functional Category Structure Review. Among some of the more eminent items contained in the review are the strong relative and risk adjusted performance metrics and continued emphasis on diversification across market capitalization and geographic regions in the portfolio, consistent with the MSCI All Country World Index IMI benchmark.

The purpose of LACERA structure reviews is to also look for opportunities for further enhancements. A critical aspect of the Structure Review process is reviewing and setting the guidelines which both inform and regulate the investment activity managed by LACERA's CIO/Staff. In this regard, Meketa supports Staff's recommendation to consolidate the oversight of Factor Based and Active Strategies (including the Emerging Manager Program) into a combined 'Non-Passive' sub-strategy for risk management purposes.

Meketa concurs with the updated investment guidelines proposed by Staff memorializing this change which include:

- setting a target weight of 40% for the 'Non-Passive' sub-strategy
- establishing a target range of +/- 10% relative to the target weight
- allowing for tracking error of up to 2.0% (previously a range of 1.0% - 2.5%) relative to the MSCI All Country World IMI Index over a 7-year period
- updating manager diversification guidelines to allow a single investment manager's current allocation to be in excess of 10% of the global equity portfolio if the manager's expected tracking error is less than 1.0%.

If you have any questions, please feel free to reach us at 760-795-3450. We look forward to speaking with you soon.

TF/AK/AK/IZ/sf



Board of Investments  
Los Angeles County Employees Retirement Association ("LACERA")  
300 N Lake Avenue, Suite 850  
Pasadena, CA 91101-6130

Date: October 24, 2024

Subject: 2025-2027 Structure Review - Private Equity

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Dear Board Members,

Since 2016, StepStone Group ("StepStone") has worked closely with LACERA's Board of Investments (the "Board") and staff to develop and review LACERA's annual private equity investment plans and Structure Reviews. In 2018, 2020, and 2022 StepStone and staff collaborated on LACERA's 2019-2020, 2021-2022 and 2023-2024 Structure Reviews, respectively.

Every year, StepStone updates its pacing model with the goal of maintaining LACERA's target Private Equity allocation of 17% (+/-6%) over the long term. In 2022, the Board approved annual private equity commitments of 4-5% of the total Fund NAV, which informed LACERA's commitment pacing in 2023 and 2024. To maintain LACERA's target private equity allocation, StepStone recommends LACERA maintain a consistent pacing level in years 2025, 2026 and 2027, up to 5% of the total Fund NAV.

During the last Structure Review, StepStone felt it was prudent to extend the target allocation ranges of the Co-investment / Secondary and Separately Managed Account sub-asset categories, which has been accretive to overall portfolio performance. StepStone reviewed staffs proposed 2025-2027 investment guideline updates, specifically (i) increased transparency through the separation of the Buyout and VC/Growth sub-asset categories and (ii) improved flexibility in the emerging manager programs and agrees with the suggested changes.

We continue to believe in the importance of having a flexible investment mandate to invest according to market conditions and opportunities. While a consistent annual investment pace is important to maintain proper vintage year diversification, LACERA should not feel obligated to invest a specific amount every year if not enough high-quality opportunities are available and should have the flexibility to invest more if there are additional high-quality opportunities in a given year than could be accommodated with a fixed allocation target.

StepStone will review this recommendation each year, and as necessary when market conditions warrant, to ensure it continues to align with LACERA's overall investment goals.

StepStone Group

To the knowledge of StepStone, (i) this recommendation does not take into account the interest of StepStone or any StepStone Entity (as defined in the Advisory Services Agreement between LACERA and StepStone), (ii) neither StepStone nor any StepStone Entity will receive any benefit from this recommendation other than compensation paid by LACERA to StepStone pursuant to the Advisory Services Agreement, and (iii) there are no conflicts of interest among StepStone and its affiliates in connection with the recommendation herein.

**FOR INFORMATION ONLY**

October 30, 2024

**TO:** Trustees – Board of Investments

**FROM:** Esmeralda del Bosque, Principal Investment Officer *EDB*  
John Kim, Investment Officer *JK*  
Kathryn Ton, Senior Investment Analyst *KT*  
Soniah Ginoyan, Senior Investment Analyst *S.G.*  
RFP Evaluation Team

**FOR:** November 13, 2024, Board of Investments Meeting

**SUBJECT:** **Notice of Risk, Analytics and ESG Services Search Selection – MSCI and ISS ESG**

**SELECTION**

At the March Board of Investments (“BOI”) meeting, Trustees approved launching a risk, analytics, and ESG services Request for Proposal (“RFP”). This memo is to update the Board on the search. MSCI Inc. and MSCI ESG LLC (collectively, “MSCI”), LACERA’s current service providers, were retained to assess, monitor, and report on investment portfolio risk, analytics, ESG data and climate analytics for LACERA’s total fund and OPEB Master Trust. Additionally, ISS ESG was appointed for climate-related data and analytics and business involvement research.

The selection aligns with LACERA’s Investment Beliefs, including the Belief on risk which states that risk monitoring and management is a key focus for LACERA. The selection is also intended to elevate three of LACERA’s strategic initiatives to enhance operational effectiveness, optimize the investment model, and maximize stewardship and ownership rights.

LACERA’s general consultant, Meketa, concurs with the selection.

**EXECUTIVE SUMMARY**

In August 2023, the Board authorized a search for a private market analytics platform given LACERA’s significant allocation to private markets. The aim of the search was to increase transparency and enhance the monitoring and reporting of private market assets. Midway through the search, it became evident to the Evaluation Team that a private market analytics platform that was fully integrated within a broader multi-asset class risk system would better serve LACERA’s risk management program (Memo dated November 2023). As a result, the search was paused, and the Board approved a broadened search for a total portfolio risk, analytics, and ESG services RFP in March 2024.

The aim of the expanded search was for a multi-asset class portfolio analytics and risk management solution that encompassed both private and public market assets, with an emphasis on ESG and climate data analytics. The consolidated RFP evaluated providers that could enhance data integration across all asset classes, improve analytics and risk measurement reporting, and streamline operations for the LACERA total Fund and OPEB Master Trust.

As a reminder, LACERA's current multi-asset class service providers are MSCI BarraOne for total fund risk measurement and MSCI ESG, S&P Trucost, and Morningstar Sustainalytics for specialized ESG research and analytics, including climate-related data.

The Evaluation Team was led by Portfolio Analytics and included ten investment office representatives from each asset category, highlighting the importance of this search as a total Fund effort.

Important to note, the search incorporated a proof-of-concept exercise as a critical component of the evaluation for the finalist risk system respondents. Finalists were provided sample data sets across all asset classes and tasked with demonstrating their data management, risk/analytics modeling, and platform capabilities.

The Chief Investment Officer ("CIO") is authorized to select or retain a service provider for other investment-related services provided:

- i. The specialized investment-related service provider does not directly manage investment assets used to support LACERA's investment activities.
- ii. The Portfolio Analytics investment committee approved the evaluation team's recommendations.
- iii. LACERA's general consultant has provided a concurrence memo.

The service providers meet each of the three criteria and the CIO selected to retain MSCI and appoint ISS ESG.

**Attachment 1** is the support for this selection and **Attachment 2** represents the concurrence memorandum from Meketa.

Attachments

Noted and Reviewed:



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Jonathan Grabel  
Chief Investment Officer

A blurred background image of a cityscape with tall buildings under a blue sky with light clouds.

## **Risk, Analytics, and ESG Services Search Update**

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Board of Investments Meeting  
November 13, 2024

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# Selection and Overview



## Selection

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LACERA's Chief Investment Officer approved:

- Retaining MSCI Inc. and MSCI ESG Research LLC (collectively, “MSCI”) to assess, monitor, and report on investment portfolio risk, analytics, ESG data and climate analytics for LACERA's total Fund and OPEB Master Trust; and
- Appointing ISS ESG for climate-related data and analytics and business involvement research.

## Overview<sup>1</sup>

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- At the March 2024 Board of Investments (“BOI”) meeting, Trustees approved a search for an integrated risk management, portfolio analytics, and environmental, social, and governance (ESG) research solution covering both public and private markets assets. LACERA's risk and ESG service provider contracts will expire in 2025.
- MSCI BarraOne and MSCI ESG Research, LACERA's incumbent vendor, offers a fully integrated **multi-asset class factor model** with demonstrated ability to meet LACERA's risk measurement and exposure management needs.
  - MSCI Private i, as a dedicated private markets solution, will be added into the broader MSCI BarraOne system for total Fund and asset class risk measurement. MSCI Private i will further develop risk and analytics by facilitating transparency and data flow between fund managers and the broader MSCI platform.
  - MSCI ESG Research provides ESG and climate-related data, research, and analytical tools. MSCI ESG also provides research to enable ongoing implementation of Board-approved economic substitution guidelines related to Iran, Sudan, and tobacco.
- ISS ESG provides climate-related data, research, and analytical tools. ISS ESG also provides research to enable ongoing implementation of Board-approved economic substitution guidelines related to Iran, Sudan, and tobacco. An additional data provider can be complementary and beneficial as ESG and climate data coverage and methodologies are evolving.
- Meketa concurs with the recommendation; their letter is **Attachment 2**.

<sup>1</sup> Terms highlighted in bold and black font are defined in the Glossary of Terms in the Appendix.

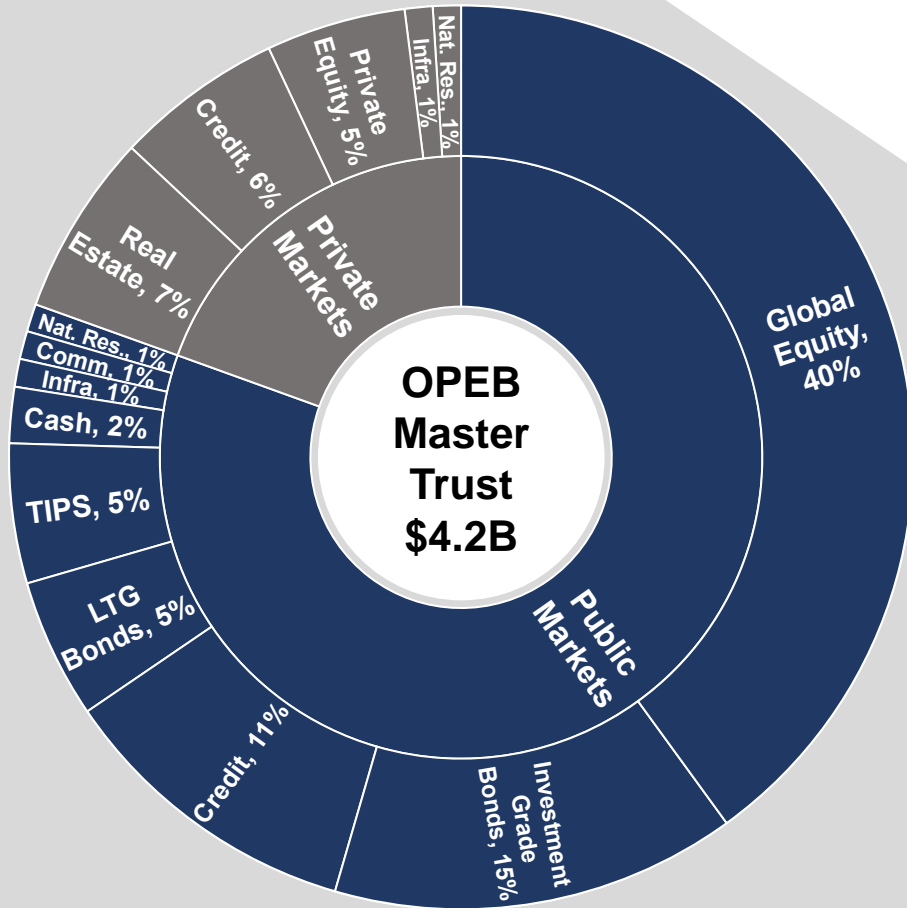
# Background



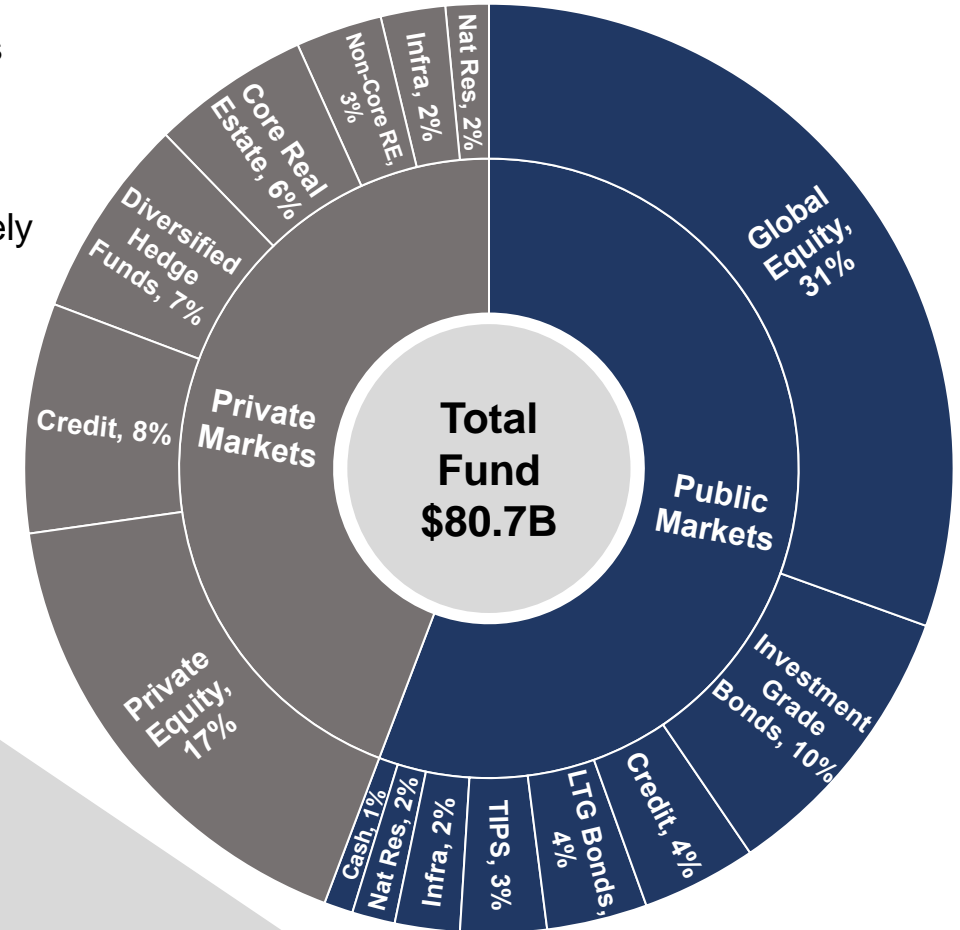
# Total Plan Target Policy Allocations\*



Within the **total Fund**, LACERA's **public markets** account for approximately **56% (or \$45.0 billion)** and LACERA's **private markets** account for approximately **44% (or \$35.7 billion)**.



Within the **OPEB Master Trust**, **public markets** account for approximately **80% (or \$3.4 billion)** and **private markets** account for approximately **20% (or \$820 million)**.



\* Data as of August 31, 2024

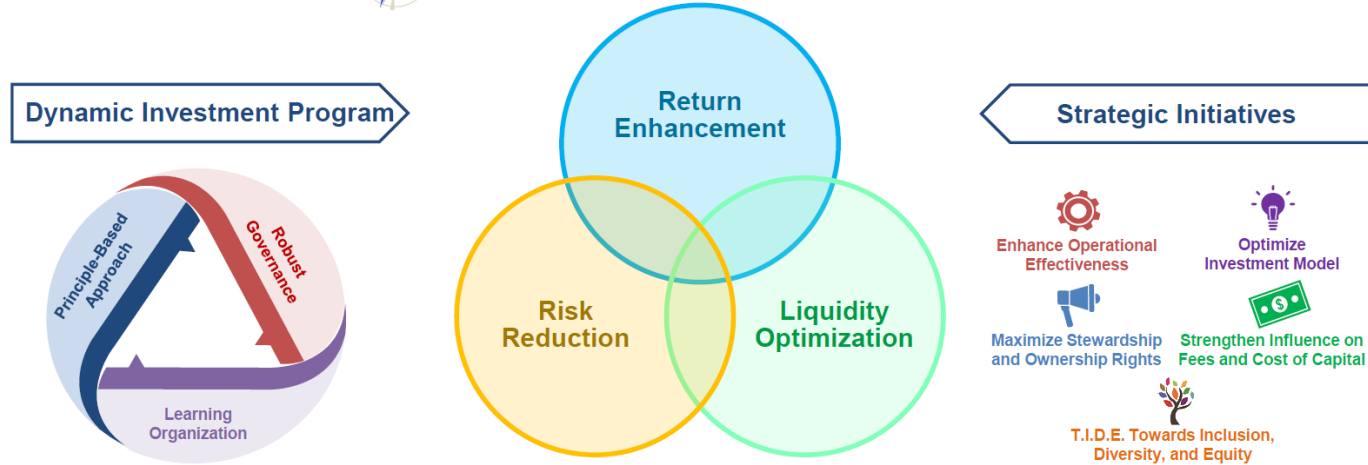
# Strategic Considerations



## Strategic Initiatives



### Execute Strategic Asset Allocation



## Recommendation advances the following initiatives

### Enhance Operational Effectiveness

- Optimize presentation and quality of information available to the Board
- Consolidate and enhance public and private market-analytics on a single platform
- Explore technological opportunities and maximize value from adoption

### Optimize Investment Model

- Active monitoring and quarterly reporting on portfolio risk, analysis, and exposures
- Continue cultivating a dynamic investment program via enhanced portfolio insights

### Maximize Stewardship and Ownership Rights

- Incorporate analytics to model financial impacts from climate change and energy transition for climate-aware strategic asset allocation modeling
- Expand ESG and climate reporting and data coverage in private asset classes
- Improve insight into ESG risks and opportunities across the total Fund

# RFP Evaluation Team<sup>1</sup>



Portfolio Analytics	<b>Esmeralda del Bosque</b> Principal Investment Officer	Corporate Governance	<b>Scott Zdrazil</b> Principal Investment Officer	Global Equity/ Corporate Governance	<b>Dale Johnson</b> Senior Investment Officer
Portfolio Analytics	<b>John Kim</b> Investment Officer	Private Equity	<b>Derek Kong</b> Investment Officer	Global Equity	<b>Adrian Gonzalez</b> Senior Investment Analyst
Portfolio Analytics	<b>Kathryn Ton</b> Senior Investment Analyst	Credit and Risk Mitigation	<b>Jason Choi</b> Senior Investment Analyst	Real Estate and Real Assets	<b>Mel Tsao</b> Senior Investment Analyst
Portfolio Analytics	<b>Soniah Ginoyan</b> Senior Investment Analyst	Consultant	<b>Meketa</b> General Consultant	Chief Investment Officer	<b>Jonathan Grabel</b> Chief Investment Officer Selection Authority

<sup>1</sup> Evaluation Team includes representatives from every functional category.



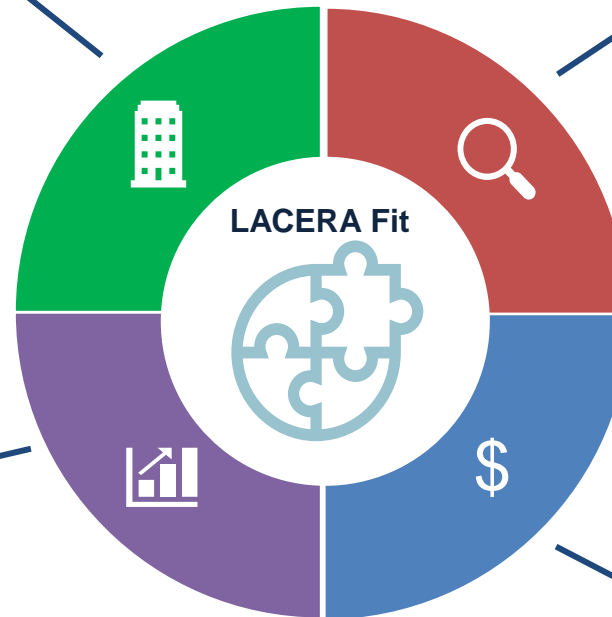
## The Evaluation Team scored proposals based on the following categories:

### Organization and Professional Staff (25%)

- Firm history and structure
- Firm's professional experience
- Team's client experience and risk/analytics/ESG background
- Conflicts and legal matters
- Insurance coverage
- Diversity, Equity, and Inclusion
- Client references

### Data Management and System Administration (25%)

- Data collection and integration
- Data completeness and accuracy
- Data classification and enhancement
- Ability to automate data entry from the custodian bank and other sources
- Firm's detailed approach to perform services required by this search



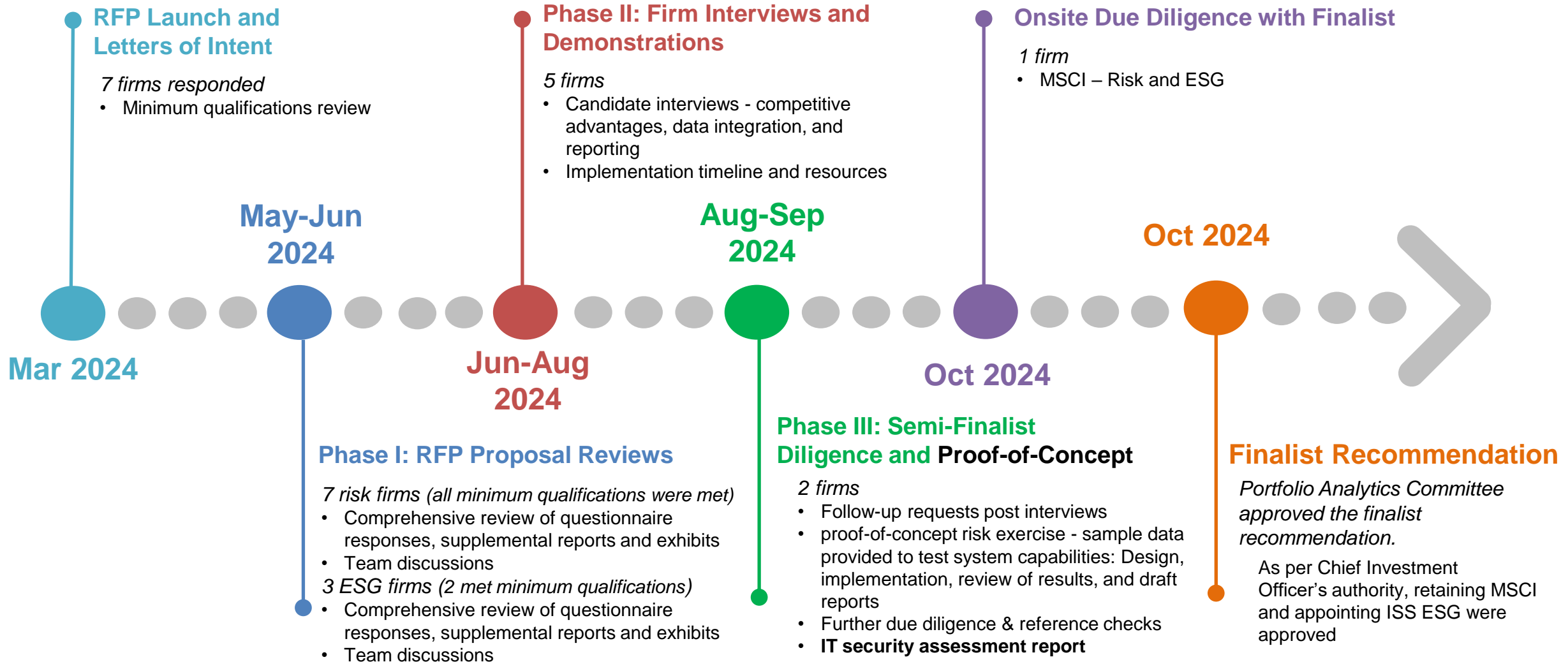
### Risk System and Reporting Capabilities (40%)

- Breadth of asset class coverage provided by the proposed solution
- Range of risk analytics and portfolio monitoring tools
- Integration of environmental, social, and governance and climate-related data and metrics
- Screening tools to identify and assess portfolio exposures
- Platform customization and solutions capabilities
- Sample reports and demonstration quality

### Fee Proposal (10%)

- Fees proposed to complete engagement

# Evaluation Process and Timeline



# Evaluation Process



## Phase I

### RFP Proposal Reviews

Firm	Determination
BlackRock	Advanced to Phase II
Bloomberg	Advanced to Phase II
Clearwater Analytics	Advanced to Phase II
FactSet	Advanced to Phase II
MSCI	Advanced to Phase II
Northfield	Did not advance
Solovis	Did not advance

- Written proposals scored by Evaluation Team.
- Firms that advanced offered adequate risk system capabilities aligning with scope of work, monitoring, and reporting in their proposals.

## Phase II

### Firm Interviews and Demonstrations

Firm	Determination
BlackRock	Advanced to Phase III
MSCI	Advanced to Phase III
Bloomberg	Did not advance
Clearwater Analytics	Did not advance
FactSet	Did not advance

- MSCI and BlackRock emerged as finalists based on key factors including in-depth interviews, platform capabilities, and interactive risk and portfolio analytics demonstrations.
- Bloomberg, Clearwater Analytics, and FactSet did not advance due to lower relative rankings within the evaluation criteria of risk system and ESG reporting capabilities.

## Phase III

### Semi-Finalist Diligence and Proof-of-Concept

Firm	Determination
MSCI	Finalist
BlackRock	Did not advance

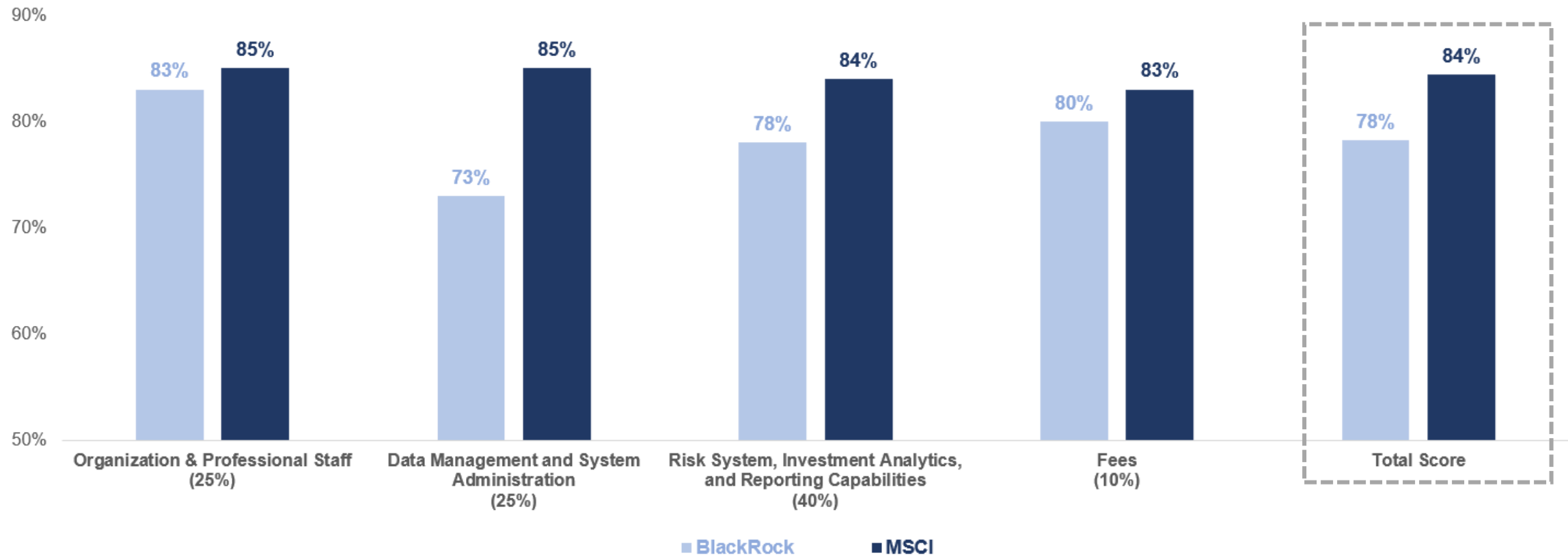
- MSCI advanced as the finalist based on proof-of-concept exercise, further diligence, reference checks, and evaluation team final scores.
- Finalist onsite due diligence was completed.
  - Full day of meetings with MSCI executives, department heads, and evaluation of proposed services including risk management, managed services, data security, portfolio sustainability insights, DEI, product integration and value-added enhancements.



# Finalist Scores



MSCI finished with the highest total weighted score.<sup>1</sup>



<sup>1</sup> Lower fees would result in a higher fee score. Rankings and total scores would not change the outcome if all four evaluation categories were equally weighted at 25%.



As part of the recommendation to the Investment Committee, specific due diligence observations were discussed.

## Due Diligence

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The Evaluation Team:

- Provided a comprehensive review of LACERA's proof-of-concept findings.
- Discussed the strengths and concerns of semi-finalist firms based on the Evaluation Team's assessment.
- Reviewed the rationale for arriving at the scores for each evaluation criteria subcomponent.
- Reviewed, in detail, client observations from the semi-finalist firm's reference checks.
- Provided a summary of the finalist onsite diligence meeting.
- Discussed the enhancements LACERA would receive from hiring the recommended providers.



# MSCI

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## GLOBAL INVESTMENT RESEARCH FIRM<sup>1</sup>

- MSCI Inc. (“MSCI”) is a publicly traded firm that provides stock indexes, **portfolio risk, performance analytics, and governance tools** to institutional investors.
- Founded in **1969** with the acquisition of **Barra** in 2004 and **Burgiss** in 2023.
- Total of **\$1.1 billion** in revenue as of FY2023, with 24% attributable to analytics and 11% attributable to its ESG and climate segment.
- Portfolio services and index provider covering **170+ countries**.
- Headquartered in New York with **30+** offices globally.

## TEAM & RESOURCES<sup>1</sup>

- Organization has **5,700 employees**, with over **6,500 clients**.
- LACERA has been working with the **incumbent provider** to manage both the total Fund and OPEB Master Trust since 2020.
- Coverage includes **2** relationship managers, **3** consultants, and a LACERA Managed Services team.
- Team’s **experience** ranges from **8-24 years** with technical backgrounds in mathematics, statistics, finance, portfolio investment, and application development.
- LACERA’s **coverage team** has worked together for over **9 years**.

<sup>1</sup> Data as of 12/31/2023.

## BREADTH OF EXPERIENCE

- Serves **79 of the top 100 pensions**, 97 of the top 100 asset managers, and 60 of the top 100 banks.
- Over **50 years of expertise** as a provider of market research, data, and portfolio solutions.
- Private asset data covers **29,000 funds** and **6,000 managers** with 20 years of history.



## TECHNOLOGICAL ADVANCES

- Utilizes **500+ data vendors** and **1,000 data products**, with **15 million securities** maintained daily.
- Over **290,000 indexes** calculated daily, **7.1 billion positions** processed in analytics in a single day, and 1.3 trillion daily instrument pricings.
- **Expands existing products and capabilities** to innovative factors and ESG indexes.



## DEDICATED PRIVATE MARKET SOLUTION

- **Burgiss acquisition** in 2023 led to a complimentary partnership. Private i is fully integrated into the MSCI BarraOne platform.
- **Deep and robust private capital data** across private equity, debt, infrastructure, and real estate/real assets for market activity, performance, and risk.
- **Over 20+ years of capturing and enriching private market data.**
- **Globally, 8 of the 10 largest private equity investors use Private i data and services.**<sup>1</sup>

## PRIVATE MARKET TRANSPARENCY DATA

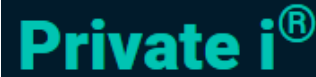
- **Comprehensive aggregation of private market investments: 100% limited partner sourced** and represents **\$15 trillion** in investment data, **450,000** underlying investments, and **20,700** funds and funds of funds.<sup>2</sup>
- **Monitor managers and funds** by identifying drifts from stated investment strategies.
- **Calculate exposures, monitor positions, quantify concentration** by asset class, sector, or geography, and **manage risk** using look-through analysis.

<sup>1</sup> "Global Investor 100: 2023, The Full Ranking," Private Equity International, July 3, 2023.

<sup>2</sup> As of January 1, 2024

## PRIVATE MARKET PORTFOLIO & CLIENT SERVICE MANAGEMENT

- **Organize and unify** private market data into a centralized hub.
- Complete **asset-level analysis** on private capital portfolios, **pricing**, and **cash flow projection**.
- **Dedicated private market data analyst** and **client service team** trained across fund structures and asset types.
- **Create custom reports, configurable dashboards and tear sheets** to track key metrics such as cash flows and valuations, performance and benchmarking, and peer group comparisons.



## MANAGED INVESTMENT BOOK OF RECORD (IBOR) SERVICE

- **Dedicated Investment Book of Record solutions team** to provide **independent reconciliation** and validation of real-time private market capital contributions, valuations, and distributions.
- Conduct **current and historical performance, valuation, exposure, and cash flow forecasting** analyses on the private portfolio or select subsets.
- Data Operations Team offers **quick turnaround times**, integrating manager statements and cash flow information into the Private i platform.
- **Trained experts** upload data into the platform according to established MSCI best practices.



## Diversity, Equity, and Inclusion

LACERA assesses all investment partners on the extent to which they access, manage, and retain talent of diverse backgrounds in an inclusive and equitable manner.

### Policy Commitments

Equal employment opportunity and non-discrimination policies	<b>YES</b>
Anti-harassment policy and procedures	<b>YES</b>
Board oversight of DEI	<b>YES</b>

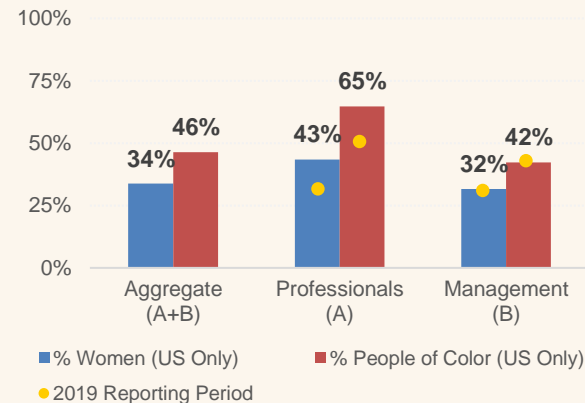
#### Notes and Developments

- MSCI is committed to DEI and has no meaningful pay differences based on gender globally or based on race/ethnicity in the US, per its pay equity disclosure.
- MSCI has policies and protections that align with DEI principles, such as a code of ethics and business conduct, global human rights policy, modern slavery statement, and supplier code of conduct.

### Reported Track Record

#### Demographics

- As reported on voluntary, self-identified basis
- In adherence to local laws and privacy



#### Identified EEO Legal, Regulatory, or Claims in Past 12 Years

- No identified legal or regulatory actions.

### Momentum and Analysis

#### Strengths

- Women and people of color represent 50% of the board of directors.
- Women represent 32% of management positions, showing modest increases since 2020.
- MSCI creates inclusive workspaces promoting Employee Resource Groups for gender, ethnic, and sexual orientation.

#### Areas for Further Development

- Promote and grow diverse talent.

#### Reported Strategies to Address Areas for Development

- MSCI has multiple formal programs dedicated to the advancement of women and underrepresented ethnic groups within their firm.

\* Information regarding LGBTQ demographics was not available from the vendor.

# Operational Due Diligence Assessment



Status	Risk Factor Categories Observed*	Merits	Descriptions
☑	Organization	<b>Operations</b>	<ul style="list-style-type: none"> <li>The Board of Directors provides oversight of MSCI’s operations, including supervision of the Audit Committee and management activities.</li> <li>MSCI’s Client Services and Managed Solutions teams established effective operational protocols, overrides, and escalation procedures for data management.</li> <li>Structured annual risk assessment to identify and manage internal control mechanisms, with a focus on systems monitoring and incident management protocols.</li> </ul>
☑	Compliance Resources & Policy	<b>Compliance</b>	<ul style="list-style-type: none"> <li>MSCI employs a professional training curriculum. Personnel are required to attest to compliance, information security, and privacy training upon hire and annually thereafter.</li> <li>Maintains a comprehensive compliance and regulatory framework. Its internal audit department conducts audits that manage risk and optimize business performance.</li> </ul>
☑	Professional Staff	<b>Infrastructure</b>	<ul style="list-style-type: none"> <li>Completed a 2023 <b>SOC-1</b> and <b>SOC-2 report</b> and conducted a 2023 penetration test with no exceptions noted.</li> <li>Maintains strict policies, standards, and procedures to ensure that client data is protected. This includes protocols on technology acceptable use, production systems, data center access, and network security.</li> </ul>
☑	Administrative & Reporting	<b>Concerns</b>	<b>Mitigating Factors</b>
☑	Operations	<b>Integration of Private i acquisition (formally Burgiss)</b>	<ul style="list-style-type: none"> <li>Private i fit and operational integration with MSCI.</li> </ul> <p><i>Mitigant:</i></p> <ul style="list-style-type: none"> <li>Proven track record in successfully realizing acquisition synergies (e.g., Real Capital Analytics, 2021).</li> <li>Burgiss teams recently moved to MSCI’s headquarters to foster collaboration and partnership.</li> </ul>
☑	Infrastructure & Business Continuity		

\* Excludes organizational factors used for investment management diligence- fund terms & governance, background checks, custody & counterparties, valuation, and review third-party materials are not applicable.

# Strengths and Concerns



## Strengths

### Comprehensive Risk and ESG Modeling

- Recognized firm for its risk modeling, including ESG and climate metrics. Also, a leading index and market data provider.
- Represents 79 of the top 100 pensions as of December 2023.
- Serves over 3,000 sustainability clients globally covering 17,000 issuers and 950,000 securities.

### Long-Established LACERA Risk Provider and Collaborative Relationship

- MSCI has deep understanding of LACERA's portfolio structure, risk measurement framework, investment managers, and reporting protocols.
- Firm has consistently been responsive to LACERA's advancing priorities throughout the growth of the LACERA total Fund and OPEB Master Trust.
- Dedicated coverage team and support structure assigned to the LACERA account.
- MSCI provides specialized Board education, custom analytics reporting, and benchmarking.

### Data Management

- Incumbent vendor proven to handle significant volumes of data efficiently.
- Employs a data quality procedure across four dimensions (policies, system validation, augmenting data analytics with **AI**, and data audit) for all portfolio holdings data.
- Full service offering with enhancement to daily reconciliation of LACERA's custodial data.

### Private Market Service Model

- Conducts risk performance analysis and cash flow reporting for the private market portfolio.
- Manages relationships with **GPs** to ensure data quality and timeliness.
- Private Capital Transparency Data includes over 20,000 funds and funds of funds with look-through analysis.

## Concerns

### Modernized Reporting Solutions

- MSCI has lagged behind competitors in providing a simple and user-friendly interface for its clients.

#### Mitigant:

- *MSCI is working with LACERA to enhance internal and external Board reporting.*
- *MSCI is developing a web-based reporting platform, and the Private i reporting tool has a modern interface.*
- *Portfolio Sustainability Insights provides a total portfolio view on ESG and climate-related data.*

## Mitigating Factors





# ISS ESG

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## GLOBAL ESG SOLUTIONS FIRM<sup>1</sup>

- Institutional Shareholder Services ESG (ISS ESG), a subsidiary of ISS STOXX, which is 80% owned by Deutsche Borse AG and 20% owned by General Atlantic
- ISS was founded in 1985, began offering ESG solutions in 1993 and merged with Qontigo in 2023 to become ISS STOXX
- Headquartered in Rockville, MD with 20 offices globally
- Deutsche Borse AG total of €5 billion in revenue as of FY2023, with 5% attributable to its ISS ESG segment

## DEPTH OF EXPERIENCE

- In 2017, ISS ESG acquired South Pole Group, expanding its climate change data and advisory services which were developed in 2010
- Ethix SRI Advisors, providers of norm-based research was founded in 2000 and acquired by ISS ESG in 2015
- ISS ESG acquired oekom research AG in 2018, a provider of ESG rating, analysis, and impact services



## TEAM & RESOURCES<sup>1</sup>

- Organization has 700 employees, with over 1,100 clients
- Coverage includes 3 relationship managers and 2 specialized support consultants
- Team's experience ranges from 3-27 years with backgrounds in proxy services, environmental management, finance, sustainability analytics, and investment management
- LACERA's coverage team has worked together for over 2 years

## BREADTH OF SERVICES

- ESG Corporate Ratings present performance assessment of sustainability including ESG risks, opportunities and impact along the value chain
- Climate Solution and Climate Consulting provides a range of climate solutions and services such as emissions data, transitional risk, physical risk, and scenario analysis
- Global Sanctions Screening and Sector-Based Screening services identifies companies with business ties to sanctioned activities and involvement in potentially controversial activities

<sup>1</sup> Data as of 12/31/2023.



## Diversity, Equity, and Inclusion

LACERA assesses all investment partners on the extent to which they access, manage, and retain talent of diverse backgrounds in an inclusive and equitable manner.

### Policy Commitments

Equal employment opportunity and non-discrimination policies	YES
Anti-harassment policy and procedures	YES
Board oversight of DEI	YES

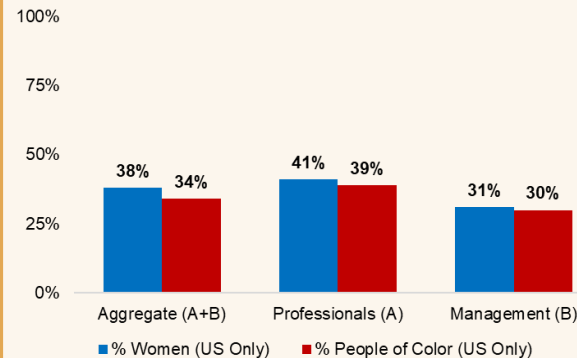
#### Notes and Developments

- ISS ESG is committed to diversity and inclusion and equal opportunity.
- Established corporate goals on diversity and inclusion measures as part of performance management system.
- ISS ESG has policies and protections that touch on DEI, such as a code of ethics and business conduct, global human rights policy, and modern slavery statement.

### Reported Track Record

#### Demographics

- As reported on voluntary, self-identified basis
- In adherence to local laws and privacy



#### Identified EEO Legal, Regulatory, or Claims in Past 12 Years

- No legal or regulatory claims.

### Momentum and Analysis

#### Strengths

- Women represent 44% of the board.
- Women represent 31% of executive management positions.
- ISS ESG maintains regional Diversity Groups and DEI Ambassadors across 15 countries to promote an inclusive diversity culture.
- Require a diverse hiring panel with minorities, women, and other underrepresented groups.

#### Areas for Further Development

- Promote and grow diverse talent.

#### Reported Strategies to Address Areas for Development

- Assess the performance of DEI initiatives with employee satisfaction surveys, monitoring diversity metrics, and incorporating feedback mechanisms for employees.
- Implement more initiatives to attract, retain, and promote diverse talent.

\* Information regarding LGBTQ demographics was not available from the vendor.

# Services Provided



LACERA Desired Tools	Description of Desired Capabilities	ISS ESG Service	Considerations
Climate Risk Data and Tools	<ul style="list-style-type: none"> <li>Assess exposure to climate risks and opportunities, including carbon emissions and intensity (point-in-time) such as carbon footprint, and scenario analysis (forward-looking analysis)</li> <li>Criteria for evaluation included: data breadth, data depth, data quality, emissions modeling, scenario analysis tools</li> </ul>	Climate Solutions, Climate Consulting	<ul style="list-style-type: none"> <li>Source of alternative estimation methodologies and analysis tools</li> </ul>
Business Involvement	<ul style="list-style-type: none"> <li>Identify investment exposures to defined business products/services or geographies and defined sanctions (e.g. Sudan, Iran)</li> <li>Enable LACERA to implement LACERA guidelines on Iran, Sudan, and Tobacco</li> <li>Provide tools to conduct ad hoc exposure analysis (e.g. firearms; private prisons)</li> <li>Evaluation criteria included: depth of research, granularity (revenue), customization, consistency</li> </ul>	Global Sanctions Screening, Sector-Based Screening	<ul style="list-style-type: none"> <li>Secondary source of business involvement research and analysis</li> </ul>

LACERA is recommending retaining the services of ISS ESG as an additional data provider can be complementary and beneficial as climate data coverage (including private markets), methodologies, and analytical tools are evolving. Furthermore, additional analysis of business involvement would supplement research on companies for identifying exposures related to LACERA's economic substitution guidelines.

Operational due diligence covered organization, professional staff, operations, and infrastructure and business continuity (including cybersecurity and data privacy provisions) relevant to provider of research and data. No concerns were identified. LACERA currently contracts with ISS STOXX, parent of ISS ESG, for proxy research and proxy voting platform.



# Fees and Summary

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# Fee Proposal



	<b>MSCI</b>	<b>ISS ESG</b>
	<b>TOTAL FUND RISK SYSTEM<sup>1</sup></b>	<b>CLIMATE DATA AND ANALYTICS<sup>2</sup></b>
<b>Annual Fee – Y1 to Y5</b> <i>Note: Fees are included in LACERA's budget</i>	<b>\$1,300,000- \$1,900,000</b>	<b>\$140,000- \$180,000</b>

<sup>1</sup> Fee ranges include ESG costs for MSCI ESG Manager, Portfolio Sustainability Insights, and Total Portfolio Footprinting.

<sup>2</sup> Fee ranges include costs for Climate Solutions, Climate Consulting, Global Sanctions Screening, and Sector-Based Screening.

Annual fees are estimated and do not include additional licensing fees and data source costs that may be incurred.



## Selection

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LACERA's Chief Investment Officer approved retaining MSCI to assess, monitor, and report on investment portfolio risk, analytics, ESG data and climate analytics for LACERA's total Fund and OPEB Master Trust and appointing ISS ESG for climate-related data and analytics and business involvement research.

## Summary

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- The Evaluation Team scored MSCI with the highest total score.
- MSCI is an incumbent vendor that has demonstrated experience with LACERA and offers a robust risk and investment analytics platform for public and private markets, ESG, and climate analytics.
- ISS ESG provides public and private market climate-related data, research, metrics, key performance indicators, and analytical tools. ISS ESG also provides research to enable ongoing implementation of Board-approved economic substitution guidelines related to public market exposures regarding Iran, Sudan, and tobacco.
- The selection aligns with LACERA's Investment Beliefs. It aims to enhance LACERA's total portfolio risk measurement and analytics, including environmental, social, and governance factors, thereby elevating three of LACERA's strategic initiatives: enhancing operational effectiveness, optimizing the current investment model, and maximizing LACERA's stewardship and ownership rights.



# Appendix

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# Risk System Scope of Services



Selected firm is to provide LACERA with the following scope of services:

## Data Management and System Administration

- Source, aggregate, and incorporate data from multiple sources including custodian, investment managers, **fund of funds**, and various service providers. Reconcile data to ensure accuracy, comparability, and consistency.
- Integrate manager holdings and benchmark information across all asset classes, including public and private markets.

## System Capabilities

- **Value at Risk (VaR)** and additional risk statistics: The ability to measure risk and calculate **ex-ante** and **ex-post** statistics.
- Portfolio exposures: Identify and measure LACERA's exposure to various risk factors, such as equity, credit, interest rates, etc. and the ability to provide detailed investment analytics.
- **Stress testing** and **scenario analysis**: Measure potential losses given certain historical or prospective events.
- Record, classify, and calculate cash flows and commitments at the fund level.
- Provide **risk budgeting** capabilities.

## Monitoring and Reporting

- Deliver monthly and quarterly reports that include benchmarks, risk exposures, measures of return, performance multiples, transaction summaries, and peer comparisons.
- Track and analyze energy transition, climate, and other ESG exposures data.
- Reporting: Produce detailed reports at the manager, asset class, and portfolio level covering desired system capabilities.
- Ability to create and run custom reports.



Selected firm is to provide LACERA with the following scope of services:

## Data and Analytics

- Provide public and private market environmental, social, and governance and climate-related data, research, metrics, key performance indicators, and analytics where available.
- Provide tools for modeling and **scenario analysis** as applicable.
- Provide research to enable ongoing implementation of Board-approved economic substitution policies related to public market exposures regarding Iran, Sudan, and tobacco.

## Reporting Capabilities

- Provide asset level detail reports, portfolio level reporting, and aggregate portfolio level reporting.

# Risk Proposed Minimum Qualifications



1. Must offer a multi-asset class risk model appropriate for analyzing the risk and performance of a broad, institutional portfolio invested globally in both public and private markets. The application must enable users to both identify and monitor risk, measure and report investment performance and analytics for LACERA's asset classes. Must allow for stress testing, scenario analysis, and risk statistic measurements at the manager, asset class, and portfolio level.
2. Must have at least five (5) years of history providing a comprehensive, multi-asset class, investment risk and analytics system to institutional investors such as pension funds, endowments, or other large asset owners. The proposing firm must have at least three (3) such clients, each overseeing assets in excess of \$5 billion.
3. Must include tools for analyzing asset categories in LACERA's total Fund and OPEB Master Trust.
4. Must offer quantitative measurement of ESG and climate-related factors.
5. Must offer dedicated product specialist and technical support services to advise in the configuration and use of the proposed product.
6. At least one key professional member of the firm assigned to the LACERA account must have a minimum of five (5) years' experience in assisting clients with the implementation of risk oversight solutions.

# ESG Proposed Minimum Qualifications



1. Must have at least three (3) years of history providing ESG and climate-related data to institutional investors such as pension funds, endowments, or other large asset managers. The proposing firm must have at least three (3) such clients with assets in excess of \$5 billion.
2. Must offer public and/or private market environmental, social, and governance and climate-related data, metrics, and key performance indicators where available.
3. At least one key professional member of the firm assigned to the LACERA account must have a minimum of three (3) years' experience in assisting clients with ESG and climate-related data and metrics.

# Glossary of Terms



	Acronym	Description
Artificial Intelligence	AI	Computer systems capable of performing operations analogous to learning and decision making.
Cash Flow Forecasting		Modeling of an organization's future financial liquidity over a specific timeframe.
Equal Employment Opportunity	EEO	Laws that prohibit specific types of job discrimination in certain workplaces.
Ex-ante		Forecasting future events.
Ex-post		Analyzes outcomes after an event has already occurred.
Fund of Funds	FOF	An investment strategy where a fund invests in a portfolio of other investment funds rather than directly in individual securities.
General Partner	GP	Member of a business partnership who manages the day-to-day activities and has unlimited liability.
Investment Book of Record	IBOR	Consolidated data that provides a view into positions and exposures to help support the investment decision-making process.
IT Security Assessment Report		LACERA's comprehensive evaluation of its security systems and policies.
Key Performance Indicators	KPI	Set of quantifiable measurements used to gauge an organization's success against a set of targets, objectives, or industry peers.
Multi-Asset Class Factor Model	MAC	Set of factors that capture systematic shifts in the markets to accurately estimate portfolio risk.
Proof-of-Concept	POC	Demonstration of how a proposed product or service will support an organization's goals and objectives.
Risk Budgeting		Process of allocating risk capital across various investments, assets, and strategies to achieve the desired risk-return profile.
Scenario Analysis		Evaluating possible events and the effects they could have on an investment portfolio.
Stress Testing		Technique used to determine the stability of a system by testing beyond normal operational capacity.
System and Organization Controls 1 Report	SOC-1	Addresses internal controls related to an organization's financial reporting.
System and Organization Controls 2 Report	SOC-2	Addresses internal controls related to an organization's services, operations, and compliance.
Value-at-Risk	VAR	Statistic that quantifies the extent of possible financial loss over a specific time frame.

## MEMORANDUM

**TO:** LACERA Investment Committee  
**FROM:** Tim Filla, Aysun Kilic, and Imran Zahid  
**DATE:** October 21, 2024  
**RE:** Total Fund Risk, Analytics, and ESG Services Search

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The purpose of this memo is to support approval of LACERA staff's recommendations to the Investment Committee to retain MSCI for Total Fund Risk and Analytics, MSCI ESG Research for ESG research and analytics services, and appoint ISS STOXX for ESG and climate-related data and analytics.

### BACKGROUND

Following Board of Investments approval at the March 2024 meeting, staff initiated a search for Total Fund Risk, Analytics, and ESG Services. The objective of the search was to identify and select a best-in-class solution for risk management and portfolio analytics across all major asset classes which also incorporates ESG risk considerations.

### RFP PROCESS REVIEW

Staff conducted a multi-phase search over the past seven months. There were seven respondents, each of which were reviewed and given rankings during Phase I. The top five firms were advanced to Phase II during which three of the five firms were interviewed and asked to provide system demonstrations. Two firms were advanced to Phase III. Staff asked each provider to complete various evaluation exercises such as stress tests, portfolio simulations, and exposure reporting. Each firm was also asked to provide implementation demonstrations and security assessment reports. To conclude Phase III, staff conducted additional due diligence on each firm including multiple reference checks. During Phase III, Staff identified MSCI as the preferred risk system after conducting a full on-site due diligence meeting, and ISS Stoxx as an additional valued service for ESG research and analytics services to advance to the Investment Committee for approval.

### SUMMARY OF RECOMMENDATION AND CONCURRENCE

Meketa has reviewed Staff's recommendations and the process Staff utilized to evaluate potential risk systems and ESG data providers. LACERA's Investment Beliefs contain a section dedicated to risk, which highlights the critical importance and complexity of risk management for LACERA. As a large asset owner with a complex portfolio and an important mission, we believe it is appropriate for LACERA to invest in best-in-class risk management systems. The semi-finalist firms both have robust capabilities and would be suitable for LACERA. Staff's process was very thorough and involved extensive testing of multiple risk management systems. Staff's testing of each system including data management and private market analytics testing ultimately led to a preference to retain MSCI.



ESG risks are specifically cited within LACERA's Investment Beliefs and we believe it is appropriate for LACERA to have access to high quality analytics to assess ESG risks. MSCI and ISS are both leaders in the field of ESG data and risk measurement. Since ESG research and analytics services is an emerging and evolving aspect of financial analysis, we also believe it is appropriate to utilize multiple vendors for data, ratings, and risk measurement.

Staff's analysis ultimately led to a preference for MSCI and ISS STOXX. The materials staff prepared for the Investment Committee are thorough and Meketa supports staff's recommendation.

If you have any questions, please feel free to reach us at 760-795-3450. We look forward to speaking with you soon.

TF/AK/IZ/sf

**FOR INFORMATION ONLY**

October 28, 2024

TO: Each Trustee  
Board of Retirement  
Board of Investments

FROM: Ricki Contreras, Manager *RC*  
Administrative Services Division

FOR: November 6, 2024 Board of Retirement Meeting  
November 13, 2024 Board of Investments Meeting

**SUBJECT: FY 2024-25 MID-YEAR BUDGET ADJUSTMENTS**

LACERA staff and management are responsible for monitoring and forecasting expenditures to ensure resources are used to meet the organization's needs. To support this responsibility, LACERA's Budget Policy, attached, includes a Mid-Year Budget Adjustment process to facilitate changes in priorities, goals, or economic conditions. The mid-year budget review shall be presented to the Board of Retirement (BOR) and Board of Investments (BOI) for information or action if required.

Staff has completed the FY 2024-25 mid-year budget review and determined that no additional appropriations, staffing, or adjustments are required outside the CEO's authority. The CEO can transfer up to \$1 million between major accounts without a limit on transferring within the same account. Therefore, no Board action is needed. This memo is provided for informational purposes only, reflecting LACERA's commitment to our values of transparency and accountability and in compliance with LACERA's Budget Policy V.B.10.

**LACERA ADMINISTRATIVE BUDGET**

In June, the Boards adopted LACERA's FY 2024-25 Administrative Budget totaling \$140,016,481. The Administrative Budget includes two major account categories: Salaries and Employee Benefits (S&EB), with an adopted budget of approximately \$105.1 million, and Services and Supplies (S&S), with an adopted budget of approximately \$34.9 million. Staff and management have reviewed the current and projected expenditures compared to the adopted administrative budget. No additional funding is required, and no new positions are recommended. However, in reviewing the actual expenditures through the first quarter, staff identified a few line items where expenditures were greater than anticipated and offsetting under-expenditures in other line items. As a result, staff has recommended, and the CEO has authorized, the transferring of funds between various accounts as detailed below:



### S&S Transfer of Appropriations

The dollar amount to be transferred within the S&S Category is \$147,700.

From Division	From Account	To Division	To Account	\$ Amount
Executive Office	Miscellaneous	Executive	Food/ Beverages	2,000
Administrative Services	Building Operational Cost	Member Services	Staff Travel	10,000
Administrative Services	Building Operational Cost	Member Services	Photocopies of Documents	6,500
Systems	EDP Charges - ISD	Benefits Division	Member Verification	19,200
Administrative Services	<ul style="list-style-type: none"> <li>• Standard Stock</li> <li>• Safety &amp; Health Supplies</li> <li>• Fiduciary Insurance</li> </ul>	Administrative Services	Postage Meter	60,000
Systems	<ul style="list-style-type: none"> <li>• Mobile Device Services &amp; Equipment</li> <li>• Enterprise Internet Connection</li> <li>• Telephone Connection</li> </ul>	Systems	Remote Workforce Equipment	50,000
			<b>Total S&amp;S Transfers</b>	<b>\$147,700</b>

### S&EB Transfer of Appropriations

The dollar amount to be transferred within the S&EB is \$292,900.

From Division	From Account	To Division	To Account	\$ Amount
Executive Office	<ul style="list-style-type: none"> <li>• Gross Salaries</li> <li>• MegaFlex</li> </ul>	Executive Office	Agency Temp	161,000
Administrative Services	Gross Salaries	Administrative Services	Agency Temp	131,900
			<b>Total S&amp;EB Transfers</b>	<b>\$292,900</b>

### Transfer of Appropriations Across Major Accounts: S&S to S&EB transfers

The dollar amount to be transferred from S&S to S&EB is \$309,900.

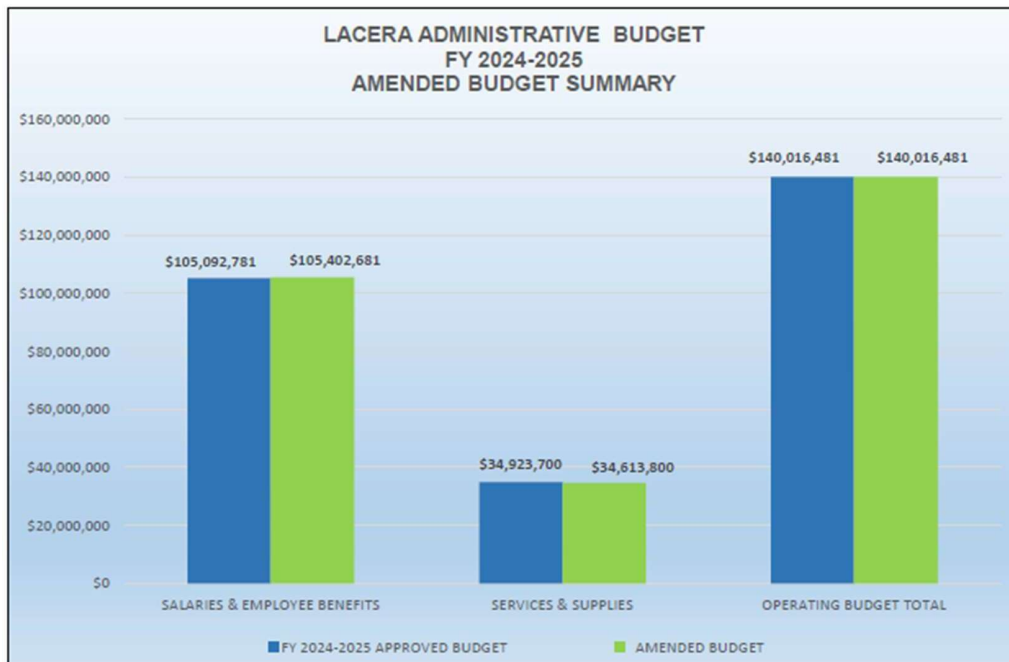
From Division	From Account	To Division	To Account	\$ Amount
Administrative Services	Building Operational Cost	Member Services	Overtime	120,000
Systems	Cloud Migration	Benefits	Agency Temp	57,900
Information Security	Security Assessment & Monitoring	Information Security	Agency Temp	132,000
			<b>Total S&amp;S to S&amp;EB Transfer</b>	<b>\$309,900</b>

It is important to note that the total amount to be transferred does not account for the projected increase of \$1.85 million in S&EB due to the Cost-of-Living Adjustment (COLA) recently approved by the Board of Retirement and the Board of Investments. This increase is set to take effect on October 1, 2024, for Non-MAPP staff and January 1, 2025, for MAPP staff. Based on our existing expenditure rate, we anticipate that the current S&EB budget can fully absorb the cost. Staff will continue to monitor actual expenditures throughout the year and do not expect any adjustments for this purpose.

Below is a chart of the overall summary of the LACERA Administrative Budget:

ADMINISTRATIVE BUDGET	FY 2024-2025 APPROVED BUDGET	MID-YEAR ADJUSTMENT AMOUNT	AMENDED BUDGET	% CHANGE
SALARIES & EMPLOYEE BENEFITS	\$105,092,781	\$309,900	\$105,402,681	0.3%
SERVICES & SUPPLIES	\$34,923,700	(\$309,900)	\$34,613,800	(0.9%)
<b>OPERATING BUDGET TOTAL</b>	<b>\$140,016,481</b>	<b>\$0</b>	<b>\$140,016,481</b>	<b>0.0%</b>

\* All amounts rounded to the nearest dollar.

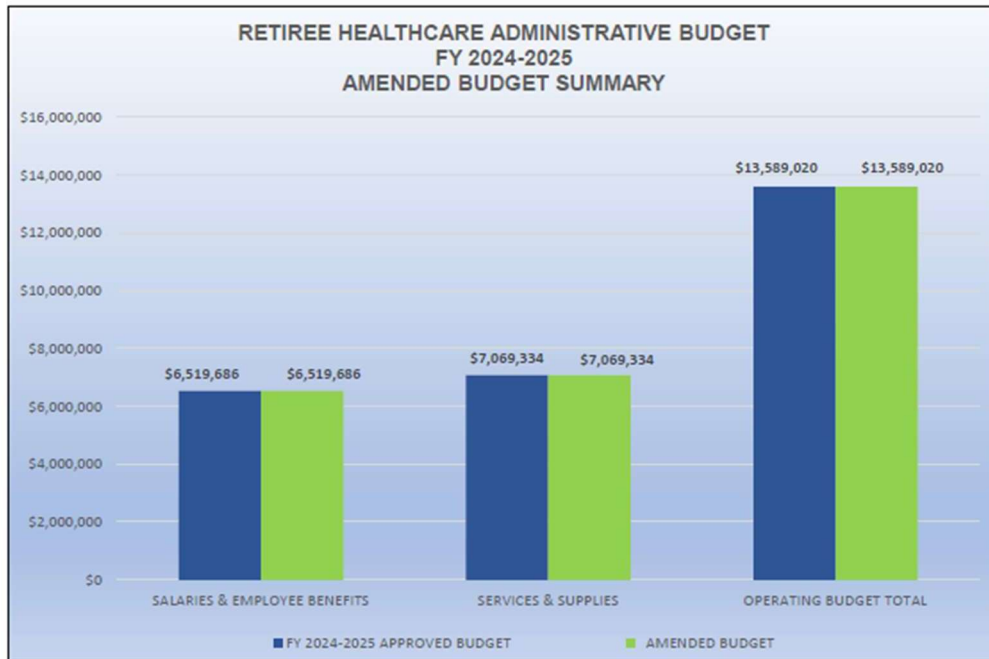


### RETIREE HEALTHCARE BENEFITS PROGRAM (RHCBP) BUDGET

There were no Mid-Year Amendment requests from the Retiree Healthcare Benefits Program (RHCBP). The approved budget for FY 2024-25 remains unchanged.

RETIREE HEALTHCARE ADMINISTRATIVE BUDGET	FY 2024-2025 APPROVED BUDGET	MID-YEAR ADJUSTMENT AMOUNT	AMENDED BUDGET	% CHANGE
SALARIES & EMPLOYEE BENEFITS	\$6,519,686	\$0	\$6,519,686	0.0%
SERVICES & SUPPLIES	\$7,069,334	\$0	\$7,069,334	0.0%
<b>OPERATING BUDGET TOTAL</b>	<b>\$13,589,020</b>	<b>\$0</b>	<b>\$13,589,020</b>	<b>0.0%</b>

\* All amounts rounded to the nearest dollar.



Attachment

CC: Santos H. Kreimann  
 Luis Lugo  
 JJ Popowich  
 Steven P. Rice  
 Ted Granger  
 Ricki Contreras  
 Martin Sandoval  
 Budget Unit



## BUDGET POLICY

**Authorizing Manager:** Laura Guglielmo, Assistant Executive Officer

**Original Effective Date:** 05/20/2009

**Last Updated:** 05/30/2024

**Mandatory Review:** June 2025 (Annually)

**Approval Level:** Board of Retirement and Board of Investments

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### I. Purpose

This document sets forth the fiscal policy to ensure LACERA's budgeting practices are in accordance with prudent fiscal management for the allocation and utilization of resources to meet the organization's Mission and Vision and to support the goals of the Board of Retirement and Board of Investments' Strategic Plans. The policy also serves to increase the transparency of the budgeting process, which ensures stakeholders and members have insight into how LACERA manages its funds and meets its fiduciary obligations.

LACERA's budget encompasses three components: The Administrative Budget, the Retiree Healthcare (RHC) Budget, and the Other Post-Employment Benefits (OPEB) Trust.

The objective of this policy is to set out LACERA's budgeting principles, the timeline for the preparation of the budget, and the process and responsibilities for review, approval, and implementation of all three budget components.

### II. Scope

This Policy applies to the development, preparation, and implementation of all three components of LACERA's budget in accordance with the County Employees Retirement Law (CERL).

Any exceptions to this Policy must be requested in writing (clearly stating the basis for the exception) and approved by the Board of Retirement and Board of Investments.

### III. Legal Authority

Government Code Section 31580.2 of the County Employees Retirement Law (CERL) requires a budget covering the entire expense for the administration of the retirement system, shall be adopted by the Boards annually, and shall be charged against the earnings of the retirement fund. The expense incurred in any year may not exceed twenty-one hundredths of one percent (0.21%) of the accrued actuarial liability of the retirement system.

Government Code Section 31596.1 provides that the expenses of investing its moneys, securing custodial bank services, securing actuarial services for the annual valuation and triennial experience study, and securing attorney services to assist with investment matters under Government Code Sections 31607 shall not be considered a cost of administering the system.

### III. Legal Authority (Continued)

As such, these costs are not included in the Administrative Budget and are identified as “non-administrative expenses.” Section 31596.1 also provides that the cost of internal legal representation secured by the Board of Retirement and Board of Investments under Government Code Section 31529.1 for services previously performed by County Counsel are not administrative costs and under Government Code Section 31607 for services to assist the Board of Investments in carrying out its investment powers and duties. Under Section 31529.1, legal representation within the scope of that statute is limited to one-hundredth of 1 percent of system assets in any budget year; investment legal expenses under Section 31607 are not similarly limited.

Government Code Section 31580.2(b) provides that expenditures for computer software, hardware, and technology consulting services in support of these computer products shall not be considered a cost of administration of the retirement system for purposes of this section.

Government Code Sections 31691 and 31694 provide that the expenses of administering the RHCBP program and OPEB Trust may not be made from assets of the retirement fund. Therefore, such costs should not be part of the pension system’s administrative budget.

### IV. Definitions

**Administrative Budget:** LACERA’s annual Administrative Budget consists of two components: Salaries and Employee Benefits, and Services and Supplies.

**Appropriation:** Funds set aside for specific purposes outlined in the Adopted Budget.

**Budget:** The annual financial plan that outlines the resources and revenue needed to achieve LACERA’s work plan to meet its Mission and Vision and LACERA’s Board of Retirement Strategic Plan and Board of Investments Strategic Plan.

**Fiscal Year:** LACERA’s fiscal year begins on July 1st and concludes on June 30th. LACERA shall follow a naming convention referencing the fiscal year ending date, for example, FY23 for the fiscal year ending June 30, 2023.

**Information Technology Coordination Council (ITCC):** Oversight body responsible for significant technology and system recommendations for incorporation into the Proposed Budget. Established to ensure the efficient and effective use of technology, collaboration across the organization, and that the strategic plan goals are achieved.

**Non-Administrative Expenses:** Expenses excluded from the Administrative Budget as specified in Government Code Section 31596.1.

**Other Post-Employment Benefits (OPEB) Trust:** Trust funds established by Los Angeles County, LACERA, and the Superior Court to pre-fund their Retiree Healthcare Benefit Program.

#### **IV. Definitions (Continued)**

**Retiree Healthcare Benefits Program (RHCBP) Budget:** The RHCBP Budget reflects the resources and revenue required to administer retiree healthcare benefits to eligible members. These costs are funded through a monthly administrative fee via healthcare premiums, charged to program participants, or the plan sponsor if the member's benefit is fully subsidized.

**Statutory Appropriation Limit:** The limit of the Boards' authority to appropriate funds to administer the retirement system, established by Government Code Section 31580.2 - currently twenty-one hundredths (.21) of one percent of the actuarial accrued liability of the retirement fund.

**Unallocated Statutory Appropriation Balance:** The difference between the funds appropriated to meet the organization's operational needs and the statutory appropriation limit established by Government Code Section 31580.2.

#### **V. Policy Statement**

This policy seeks to document LACERA's budgetary practices, consistent with its fiduciary duty of prudence.

##### **V.A. Budgetary Components**

LACERA's budget encompasses three components: The Administrative Budget, the Retiree Healthcare Benefits Program (RHCBP) Budget and the Other Post-Employment Benefits (OPEB) Trust.

##### **V.A.1. Administrative Budget**

The Administrative Budget reflects the resources needed to achieve the organization's work plan, each Board's Strategic Plan and goals, and operational activities in support of pension administration and investment of plan assets required to deliver retirement benefits for LACERA members and beneficiaries. It consists of two primary components: Salaries and Employee Benefits (S&EB) and Services and Supplies (S&S).

S&EB costs consist of ongoing personnel costs for the organization, including salaries for permanent and temporary staff, overtime, and variable benefits. Variable benefits include retirement costs (pension, 457, and 401K plan costs), health insurance, OPEB contributions and other employee benefits.

S&S costs reflect the daily operational needs of the organization. Some examples include, but are not limited to, building expenses (rent, maintenance, insurance), information technology needs, professional and specialized services, legal fees, office supplies and equipment, education, travel, and insurance.

##### **V.A.2 Retiree Healthcare (RHC) Benefits Program Budget**

## V. Policy Statement (Continued)

The Retiree Healthcare Benefits Program provides healthcare benefits to LACERA membership on behalf of the fund's Plan Sponsors. The insurance premiums are born solely by the participants of the plan, or the Plan Sponsor if the employee is eligible for such benefit. LACERA trust funds are not used for premium payments or for the administration of the Program. The direct costs and variable overhead costs associated with the administration of the RHC Benefits Program are charged to the plan sponsors and participating members via an administrative fee. These administrative fees are added to the monthly premium costs and are not included in the Administrative Budget.

There are four categories of expenses for the RHC Benefits Program:

- Direct Costs of Salaries and Employee Benefits
- Direct Services and Supplies
- Indirect Salaries and Employee Benefits
- Indirect Services and Supplies.

Indirect Salaries and Employee Benefits and Indirect Services and Supplies reflect the program's pro-rata share of internal LACERA support functions such as Administrative Services, Information Technology, and Human Resources.

### V.A.3. Other Post-Employment Benefits (OPEB) Trust Budget

The County of Los Angeles (County), LACERA, and the Superior Court (Court) utilize an OPEB Trust to pre-fund the Retiree Healthcare Program benefits. In FY 2012-2013, the County and LACERA established a trust to fund their program and the Court established its trust in FY 2016-17. Each agency's trust funds are reported separately in their financial statements. The Board of Investments of LACERA serves as the trustee and investment manager for the trusts.

The Trust Agreements stipulate that "*... the Trustee (LACERA) shall be entitled to payment or reimbursement of all of its reasonable and appropriate expenses incurred in administering or investing the Trust...*" As such, LACERA seeks payment directly from the County and the Court to fund the OPEB Trust. To avoid the OPEB Trust assets being co-mingled with retirement fund assets, LACERA maintains separate accounting of the costs associated with administering the OPEB Trust. The costs of the OPEB Trusts are not part of LACERA's Administrative Budget.

There are four categories of expenses of the OPEB Trust: Direct Costs of Salaries and Employee Benefits; Direct Services and Supplies; Indirect Salaries and Employee Benefits; and Indirect Services and Supplies. These expenses are allocated between the County, LACERA, and the Court based on an agreed methodology. At the close of each fiscal year, actual costs are reconciled, and variances are credited or debited to each entity.

## **V. Policy Statement (Continued)**

### **V.B. Process**

The budget process consists of activities that encompass the development, implementation, and evaluation of the annual financial plan for the allocation of resources to support and accomplish organizational goals and strategic initiatives.

#### **V.B.1. Budget Monitoring and Control**

It is the responsibility of LACERA management to develop and prepare an annual budget in accordance with responsible fiscal management for the allocation and utilization of resources to meet the organization's Mission, Vision, and Values and each Board's Strategic Plan.

#### **V.B.2. Criteria**

LACERA Management develops the annual proposed budget reflecting the enterprise priorities established through each Board's Strategic Plan. Criteria used by the organization to prioritize resources for the budget include, but are not limited to:

- Alignment with each Board's Strategic Plan
- Mitigating risk
- Compliance with legally mandated requirements
- Technological advancements to support staff and improve service to LACERA's members
- Identifying opportunities for cost efficiencies
- Identifying opportunities to improve service to members
- Staff development and succession planning
- Direction of the LACERA Board of Retirement and/or Board of Investments

#### **V.B.3 Alignment with Each Board's Strategic Plan**

The first step in developing a budget is to consider what the organization expects to achieve in the upcoming fiscal year. Each Board's Strategic Plan lays out its strategic goals, objectives, and action plans to achieve LACERA's Mission, Vision, and Values. Those goals and objectives identify responsibilities, timelines, and the metrics that will be used to determine if the goals or objectives have been met. As part of the budget development process, it is the responsibility of LACERA Trustees and Management to ensure that the organization's budget, or financial plan allocate the appropriate resources to achieve its strategic goals and objectives within the specified time frame.



**V. Policy Statement (Continued)**

**V.B.4 Annual Budget Development and Approval Calendar**

<i>Date</i>	<i>Activity</i>
By November 30	<ul style="list-style-type: none"> <li>Executive Office and Management review each Board's Strategic Plan initiatives for alignment with the upcoming Fiscal Year budget development cycle.</li> </ul>
	<ul style="list-style-type: none"> <li>Administrative Services Division provides each Division Manager a budget package with instructions for completing their proposed budget for the upcoming fiscal year, a budget preparation timetable with specific deadlines, a schedule of meeting dates with the Budget Unit, and a schedule of meeting dates with the Executive Office.</li> </ul>
December	The Budget Unit, representatives from Human Resources and Systems meet with Division Managers and their designees to provide guidance in the development of their budget requests.
By January 15	Division Managers submit their proposed budget to the Budget Unit.
By February 15	The Executive Office meets with each Division Manager and their designees to discuss the Division's needs and provide direction to the Division Managers and Budget Unit.
March	Audit Committee review of Internal Audit Proposed Budget.
April	The Budget Unit prepares and distributes the preliminary Administrative, RHC, and OPEB Trust Budgets to all Trustees and Division Managers.
April	Present preliminary budget to JOGC for review and input
By June 30	Board of Retirement and Board of Investment review and approve final budget

**V.B.5. Budget Adoption**

The Board of Retirement and Board of Investments ("Boards") have the joint responsibility to approve the enterprise-wide budget and resource allocations for all funds by June 30th. The Boards have created the Joint Organizational Governance Committee (JOGC), to provide oversight of the budget preparation and planning. The Preliminary Budget is presented to the JOGC in April for its review and direction. Staff incorporates direction from the JOGC, and the JOGC's

## **V. Policy Statement (Continued)**

recommendations are presented to both Boards. The Boards independently take action to approve and adopt a Final Adopted Budget by June 30th.

### **V.B.6. Budget Appropriation**

The Final Adopted Budget reflects the funds appropriated, or set aside, for specific purposes. For LACERA, funds are appropriated for two primary purposes, Salaries and Employee Benefits, and Services and Supplies.

Government Code Section 31580.2 states the annual budget for administrative expenses of a retirement system established under CERL may not exceed twenty-one hundredths (.21) of one percent of the Actuarial Accrued Liability (AAL) of the retirement system. Each year, LACERA's statutory appropriation limit is identified in the Adopted Budget.

To the extent funding appropriated as part of the budget is less than the statutory appropriations limit, the Boards may take specific action at any point during the fiscal year to appropriate additional funds not to exceed the maximum amount established by statute. LACERA's budgeting process includes a Mid-Year Budget Adjustment proposal to facilitate changes in priorities, goals, or economic conditions. The difference between the funds appropriated to meet the organization's operational needs and the statutory appropriation limit shall be referred to as the "Unallocated Statutory Appropriation Balance."

Budgetary adjustments that do not fall within the authority of the Chief Executive Officer, as outlined in Section V.B.10 below, require the review and recommendation by the JOGC for approval by both Boards as outlined in Section V.B. 12.

### **V.B.7. Budget Monitoring and Reporting**

Budget Unit staff monitors and analyzes Division and enterprise-wide expenditures throughout the year, consults with Division Managers to identify planned expenditures and project full year under/over expenditures by Division, and compares those estimates against the Adopted Budget. Significant budgetary variances are discussed and explained.

Budget Control Reports are prepared and provided to all Trustees and Management Staff on an outlined schedule within the fiscal year. These reports include year to date expenditures and projected expenditures compared to the budget. Budget adjustments impacting staffing levels or exceeding the CEO's authority referenced in Section V.B.10 shall be considered by the JOGC and approved by the Boards.

This budget monitoring and control activity occurs concurrently while the Proposed Budget for the upcoming fiscal year is being developed.

## **V. Policy Statement (Continued)**

### **V.B.8. Mid-Year Budget Review**

By December 1, LACERA Executive Management will assess and evaluate the adequacy of the personnel and other resources included in the Final Adopted Budget and make recommendations to the JOGC for adjustments, if necessary, as described in Section V.B.6. JOGC recommendations shall be considered for approval by the Boards. As part of the mid-year budget, Executive Management may also address the progress and status of achieving the Boards' respective Strategic Plans.

### **V.B.9. Mid-Year and Year-End Adjustments Within the Administrative Budget**

As part of LACERA's budget monitoring and reporting activities, it may become necessary to amend the Final Adopted Budget. Amendments may take the form of transferring appropriations between line items within a major account, transferring appropriations between major accounts, or increasing total appropriations within the statutory limits established by the Government Code as discussed in Sections V.B.6 and V.B.10.

### **V.B.10. Transferring Appropriations**

LACERA's Administrative Budget has two major accounts, Salaries and Employee Benefits (S&EB), and Services and Supplies (S&S).

Within each major account are several line items with individual appropriations. The CEO has the authority to transfer appropriations not to exceed \$1 million across major accounts and has full discretion and authority to transfer appropriations between line items within each major account. The CEO shall notify all Trustees of such actions at the next Board meeting and as part of the routine Budget Control Reporting.

### **V.B.11. Pre-funding OPEB**

LACERA participates in the OPEB Trust as a "contributing employer" and funds its employees' program benefits on a pay-as-you-go basis, funding actual monthly premium costs. It also makes a quarterly contribution to paydown the future OPEB liability at a rate equal to that of Los Angeles County. It is LACERA's objective to fund these program benefits within the working lifetime of the program beneficiaries so as to maintain intergenerational equity. To achieve intergenerational equity more quickly, since 2022, LACERA's CEO has authorized additional OPEB contributions utilizing budgetary savings identified at year end. In order to ensure a consistent paydown of the OPEB liability, LACERA's actuary shall now calculate the additional annual pre-funding necessary to fully fund LACERA's OPEB liability over the next 30 years. The annual amount necessary shall be included as a separate line item in LACERA's budget.

## V. Policy Statement (Continued)

### V.B.12. Increasing Total Appropriations

Should unanticipated expenditures be required during the fiscal year beyond the total Adopted Budget amount, the Unappropriated Statutory Appropriation Balance is available. This balance represents the difference between the total statutory appropriation limit established under CERL and the Final Adopted Budget. To utilize these unappropriated funds, both Boards must approve a budget amendment, increasing the total annual appropriation. Such requests will first be considered by the JOGC for a recommendation to both Boards to take the required action.

### V.C. Audit Committee Oversight of Internal Audit

LACERA's Internal Audit Division provides independent and objective assurance and consulting services to assist the organization in achieving its Mission, Vision, and Values and each Board's Strategic Plan. To protect its independence, the Internal Audit Division reports functionally to the Audit Committee of the Boards and administratively to the Chief Executive Officer. The Audit Committee reviews and approves Internal Audit's Proposed Budget by Mid-March, which is then incorporated into LACERA's Administrative Proposed Budget reviewed by the JOGC in April or May.

## VI. References

The following information complements and supplements this document.

### Related Policies:

- [Retirement Benefit Funding Policy](#)
- [OPEB Investment Policy Statement – OPEB Master Trust](#)

**Related Internal Procedures:** Budget instructions provided annually; Questica Budget Guide (Internal Document)

**Related Forms/Templates:** Not Applicable; Data captured in Questica Budget System

### Other Related Information:

- [Joint Organizational Governance Charter](#)
- [Audit Committee Charter](#)

## VII. Version History

### VII.A. Approvals

**Policy Issue Date:** May 20, 2009

**Policy Effective Date:** June 12, 2024

## **VII. Version History (Continued)**

### **Policy Update/Review Summary:**

- Updated and approved by the Board of Retirement and the Board of Investments on June 5, 2024, and June 12, 2024, respectively. Prior versions supersede and have no effect as of the stated approval date.
- This policy was previously approved by the Board of Retirement on June 7, 2023, and the Board of Investments on June 14, 2023
- This policy was previously approved by the Board of Retirement on June 1, 2022, and Board of Investments on June 9, 2022


## **VIII. Review/Approval**

The Joint Organizational Governance Committee shall review and recommend that the Board of Retirement and the Board of Investments approve this policy annually when they adopt the Budget for the upcoming fiscal year.



October 23, 2024

TO: Each Trustee  
Board of Retirement  
Board of Investments

FROM: Laura Guglielmo   
Assistant Executive Officer

FOR: November 6, 2024 Board of Retirement Meeting  
November 13, 2024 Board of Investments Meeting

SUBJECT: **FY 2023-2024 Final Budget Control Report**

Attached is a copy of the Final Budget Control Report for the LACERA Administrative, Retiree Health Care Benefits Program (RHCBP), and Other-Post Employment Benefits (OPEB) Trust Budget for FY 2023-2024.

### **LACERA ADMINISTRATIVE BUDGET**

The total operating expenses were \$118,143,910. This represents an under expenditure of \$17,604,064 or 13.0% compared to LACERA's operating budget of \$135,747,974.

Contributing factors to the under expenditure include, but not limited to:

- Recruitment delays and unplanned vacancies, impacting salaries and variable benefits.
- Lower than anticipated use of Professional Services for supplemental audit services, media relations, and late billing for some services.
- Lower than expected building operations costs and renovations.
- Lower than anticipated travel and training expenditures.
- Lower than anticipated Computer Services and Support expenditures due to transitioning disaster recovery to the cloud (cost savings), as well as deferral of the Member Experience Call Center Solution project into FY 2024-2025.

The attached FY 2023-2024 Final Budget Control Report provides further details on the major factors contributing to the variances noted above.

### **RETIREE HEALTH CARE BENEFITS PROGRAM (RHCBP) BUDGET**

The total operating expenses were \$11,910,426. This represents an under expenditure of \$775,012 or 6.1% compared to the RHCBP operating budget of \$12,685,438.

## **OTHER POST-EMPLOYMENT BENEFITS (OPEB) TRUST BUDGET**

The total operating expenses were \$1,096,703. This represents an over expenditure of \$364,034 or 49.7% compared to the OPEB Trust operating budget \$732,669. The over expenditure is attributable to higher than anticipated costs for OPEB Trust audits and staff costs for special projects such as the change in the unitization structure of the OPEB Master Trust, Public Markets OPEB search conducted as a request for proposals (RFP), SOC RFP, as well as late invoices received for audit services from FY 2022-2023.

## **SIGNIFICANT ACTIVITIES AND ACCOMPLISHMENTS**

### **Recruitment Activities**

LACERA remains committed to having a well-trained and effective workforce and has dedicated resources toward this goal. We have struggled with high vacancy rates for several years. To address this challenge, in FY 2023-2024 we developed a Hiring Manager Playbook, began to automate some manual processes, and hired permanent new Human Resources (HR) positions, which were filled in the third quarter, resulting in significant positive momentum by year end. In FY 2023-2024, LACERA's HR team promulgated 21 new hiring lists and held six outside recruitments which together resulted in 76 net hiring actions. This total included, 35 promotions and 41 new hires. This hiring activity was partially offset by staff attrition of 25, but still reduced the overall vacancy rate by 3%.

### **Information Technology Projects**

In FY 2023-24, LACERA continued its commitment to innovation and automation, and leveraging technology to better and more efficiently serve and support our members and staff. Our budget and expenditures reflect this commitment. A few highlights of technology projects that were completed in FY 2023-24 include:

- Accounts Payable automation (Certify AP)
- Automated Budget Solution (Questica Budget)
- Avaya Retirement (landline telephone system)
- Cloud Migration
- Data Lake creation
- Documentum Retirement (Enterprise Content Management Solution)
- Human Resource Digitization
- Human Resources Case Management (Service Now) (3 processes)
- MS Teams Room Conversion
- Multi-factor Authentication for Incoming Member Calls
- MyLACERA Homepage Redesign
- Online Retirement Application
- PPOA Data Exchange
- Rehired Retiree Process Improvement

- Retiree Healthcare Data on MyLACERA
- SOL Case Management, Phase I
- Windows 11 Upgrade
- Uninterruptible Power Supply (UPS) Replacement

**CONCLUSION:**

Reasonable flexibility is incorporated into the Budget to ensure that sufficient resources are available, if needed. LACERA staff and management monitor plan expenditures throughout the year and exercise prudent decision-making with the understanding that dollar expended is a dollar not invested. Managers will be available to address any questions.

**REVIEWED AND APPROVED:**



---

Luis Lugo  
Deputy Chief Executive Officer

Attachment

c: Santos H. Kreimann	JJ Popowich	Jonathan Grabel
Ricki Contreras	Ted Granger	Steven P. Rice





**FISCAL YEAR 2023-2024**

**FINAL BUDGET CONTROL REPORT**

**BASED ON EXPENDITURES AS OF JUNE 30, 2024**

**ADMINISTRATIVE BUDGET**

**RETIREE HEALTHCARE BENEFITS PROGRAM (RHCBP) BUDGET**

**OTHER POST-EMPLOYMENT BENEFITS (OPEB) TRUST BUDGET**

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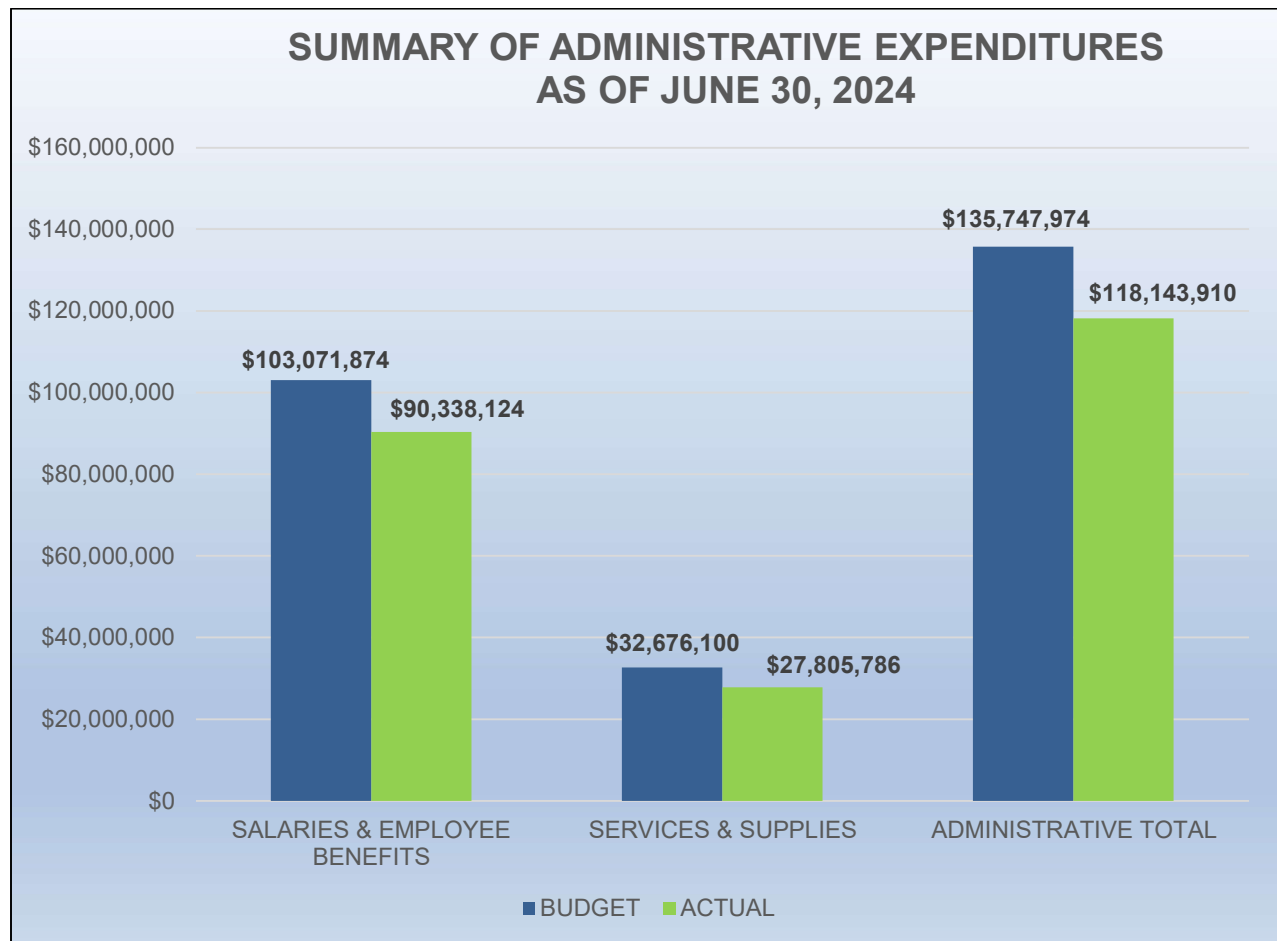
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**SECTION I - ADMINISTRATIVE BUDGET SUMMARY**

LACERA’s Fiscal Year 2023-2024 ended June 30, 2024, with actual administrative expenses of \$118,143,910 or 87.0% of the \$135,747,974 administrative approved budget. This represents an under expenditure of \$17,604,064 or 13.0% of the \$135,747,974 administrative approved budget.

<b>SUMMARY OF ADMINISTRATIVE EXPENDITURES AS OF JUNE 30, 2024</b>					
<b>ADMINISTRATIVE EXPENSES</b>	<b>BUDGET</b>	<b>ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>	<b>% UTILIZED</b>	<b>% OVER/ (UNUTILIZED)</b>
SALARIES & EMPLOYEE BENEFITS	\$103,071,874	\$90,338,124	(\$12,733,750)	87.6%	(12.4%)
SERVICES & SUPPLIES	\$32,676,100	\$27,805,786	(\$4,870,314)	85.1%	(14.9%)
<b>ADMINISTRATIVE TOTAL</b>	<b>\$135,747,974</b>	<b>\$118,143,910</b>	<b>(\$17,604,064)</b>	<b>87.0%</b>	<b>(13.0%)</b>

\* All amounts rounded to the nearest dollar.



## Salaries and Employee Benefits (S&EB)

Salaries and Employee Benefits (S&EB) costs incurred as of June 30, 2024, were \$90,338,124 or 87.6% of the \$103,071,874 approved budget. This represents an under expenditure of \$12,733,750 or 12.4% of the \$103,071,874 administrative approved budget for this category. A summary of all S&EB expenses and explanations of significant variances are provided below.

<b>SUMMARY OF SALARIES AND EMPLOYEE BENEFITS BASED ON EXPENDITURES FOR AS OF JUNE 30, 2024</b>					
	<b>BUDGET</b>	<b>ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>	<b>% UTILIZED</b>	<b>% OVER/ (UNUTILIZED)</b>
<b><u>SALARIES &amp; OTHER PAY</u></b>					
Permanent / County Temporary	\$55,823,026	\$49,281,423	(\$6,541,603)	88.3%	(11.7%)
Agency Temporary	5,683,700	5,856,959	173,259	103.0%	3.0%
LACERA Intern Program	288,000	6,016	(281,984)	2.1%	(97.9%)
Stipends	65,000	40,852	(24,148)	62.8%	(37.2%)
Overtime	1,150,900	1,763,326	612,426	153.2%	53.2%
Bilingual Bonus	22,800	13,200	(9,600)	57.9%	(42.1%)
Pay in Lieu of Salary Reduction	0	20	20	N/A	N/A
Transportation Allowance	28,800	36,000	7,200	125.0%	25.0%
Rideshare Allowance	70,300	3,061	(67,239)	4.4%	(95.6%)
Sickleave Buyback	68,800	83,938	15,138	122.0%	22.0%
<b>TOTAL SALARIES &amp; OTHER PAY</b>	<b>\$63,201,326</b>	<b>\$57,084,796</b>	<b>(\$6,116,530)</b>	<b>90.3%</b>	<b>(9.7%)</b>
<b><u>VARIABLE BENEFITS</u></b>					
Retirement	13,294,641	10,710,635	(2,584,006)	80.6%	(19.4%)
FICA Contribution	1,060,986	804,131	(256,855)	75.8%	(24.2%)
County Subsidy - Insurance	3,651,760	2,282,096	(1,369,664)	62.5%	(37.5%)
Options Plan	4,515,725	4,410,592	(105,133)	97.7%	(2.3%)
Life Insurance	22,003	23,271	1,268	105.8%	5.8%
Health Insurance Temps	626,306	204,310	(421,996)	32.6%	(67.4%)
Flexible Benefit Plan	18,805	8,360	(10,445)	44.5%	(55.5%)
Thrift Plan / Horizons	2,251,400	1,538,421	(712,979)	68.3%	(31.7%)
Savings Plan	1,527,202	1,048,817	(478,385)	68.7%	(31.3%)
Pension Savings Plan	59,193	19,881	(39,312)	33.6%	(66.4%)
MegaFlex	7,264,514	4,945,798	(2,318,716)	68.1%	(31.9%)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$34,292,535</b>	<b>\$25,996,312</b>	<b>(\$8,296,223)</b>	<b>75.8%</b>	<b>(24.2%)</b>
<b>OPEB CONTRIBUTION</b>	<b>\$1,989,012</b>	<b>\$2,074,976</b>	<b>\$85,964</b>	<b>104.3%</b>	<b>4.3%</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>\$0</b>	<b>\$1,989,009</b>	<b>\$1,989,009</b>	<b>N/A</b>	<b>N/A</b>
<b>OTHER BENEFITS</b>	<b>\$3,588,999</b>	<b>\$3,193,030</b>	<b>(\$395,969)</b>	<b>89.0%</b>	<b>(11.0%)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$39,870,546</b>	<b>\$33,253,327</b>	<b>(\$6,617,219)</b>	<b>83.4%</b>	<b>(16.6%)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$103,071,874</b>	<b>\$90,338,124</b>	<b>(\$12,733,750)</b>	<b>87.6%</b>	<b>(12.4%)</b>

\* All amounts rounded to the nearest dollar.

## **Permanent Salaries & Variable Benefits**

Permanent Salaries expenditures were \$49,281,423 or 88.3% of the approved Permanent Salaries budget of \$55,823,026. This represents an under expenditure of \$6,541,603. This variance is the result of recruitment delays, hiring plan changes, and unplanned vacancies.

Variable Benefit expenditures were \$25,996,312 or 75.8% of the approved Variable Benefits budget of \$34,292,535. This represents an under expenditure of \$8,296,223. These expenditures were lower than anticipated due to vacancies that correlate to reduced benefit costs.

At the end of the year, the status of vacant positions is reflected in the difference between budget and actual S&EB. Vacant positions are budgeted at the first step and the estimated time of the year the position will be filled. Salary savings are calculated by reducing the salary cost by the number of months it takes to hire against the position beyond what was budgeted. Vacancies are budgeted at six months unless otherwise specified. Positions are hired at various stages or remain vacant for the entire year. This is reflected in the gap between budget and actual S&EB.

See table on page 4 for details related to vacant positions.

## **Other Variances**

### **Agency Temporary**

Agency Temporary staff expenditures were \$5,856,959 or 103% of the adopted budget of \$5,683,700. This represents an over expenditure of \$173,259. Actual expenses for agency temporary staff have exceeded the original budget. This was due to higher than anticipated costs and needs for agency temporary staff, such that a few divisions hiring temporary staff at a higher level than originally budgeted. Also, additional temporary staff were brought on throughout the fiscal year as business needs arose.

### **Overtime**

Overtime expenditures were \$1,763,326 or 153.2% of the approved budget of \$1,150,900. This represents an over expenditure of \$612,426. Although most divisions did not utilize overtime as much as they had budgeted. The large over-expenditure variance is due to divisions that workloads are tied directly to member requests with peak overtime being utilized throughout the March Madness season.

### **LACERA Intern Program**

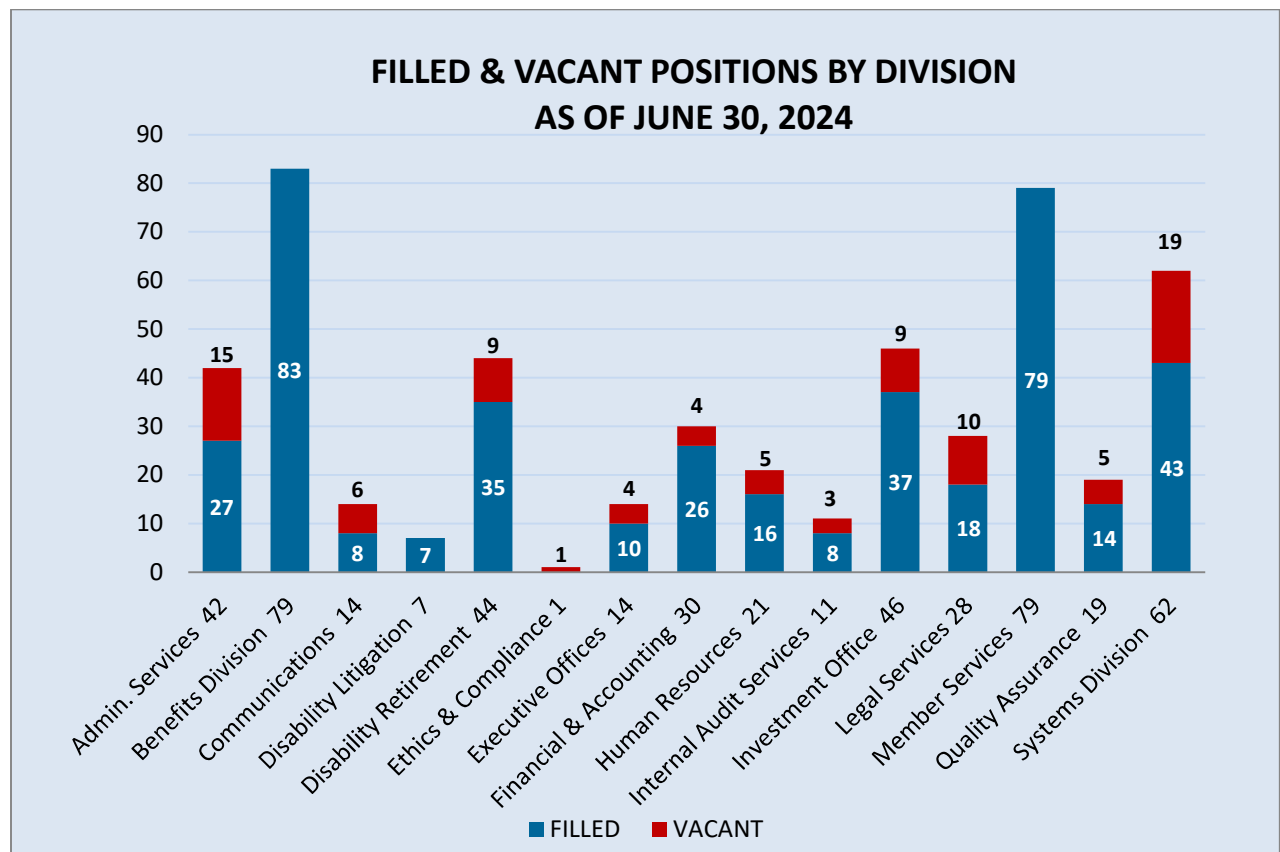
LACERA Intern Program expenditures were \$6,016 or 2.1% of the approved budget of \$288,000. This represents an under expenditure of \$281,984. A total of 14 Interns were planned for FY 2023-2024. Although 10 Interns were hired in FY 2023-2024, most of their wages were paid in FY 2024-2025.

## OPEB Contribution (Budget Surplus)

LACERA’s Budget Policy allows the Chief Executive Officer (CEO) the discretion to utilize budgetary savings, if they exist, to prefund or make additional OPEB contributions to LACERA’s OPEB Trust of an amount not to exceed that year’s budgeted OPEB Contribution. LACERA’s OPEB Contribution for FY 2023-2024 was \$1,989,009. Because sufficient savings existed, the CEO exercised his discretion, resulting in an OPEB Contribution (Budget Surplus) of \$1,989,009 against the budget of \$0. At the Board of Retirement’s direction, LACERA staff are working with our Actuary to develop a revised pre-funding policy that does not rely on savings for future years.

## Vacancies

The LACERA Management Team is dedicated and committed to filling every vacant position. To address this critical need, LACERA greatly expanded outreach and utilized outside recruiters to fill specialized vacancies in the Investments Office, Legal Office and Systems Division expending \$747,975 on recruitment. We began the fiscal year with 105 staff vacancies out of 497 budgeted positions for a vacancy rate of 21.1%. Great strides were made throughout the year with hiring staff, resulting in a 17.3% vacancy rate. Although this is an improvement from the prior fiscal year, it does not fully capture the comprehensive advancements achieved, as the rate is impacted by attrition. We concluded the fiscal year with 86 total vacancies.



## Services and Supplies (S&S)

Services and Supplies (S&S) costs incurred as of June 30, 2024, were \$27,805,786 or 85.1% of the \$32,676,100 administrative approved budget representing an under expenditure of \$4,870,314 or 14.9% for this category. A summary of all S&S expenses and explanations of significant variances are provided below.

### SUMMARY OF SERVICES AND SUPPLIES BASED ON EXPENDITURES FOR AS OF JUNE 30, 2024

S&S CATEGORY	BUDGET	ACTUAL	OVER/(UNDER) BUDGET	% UTILIZED	% OVER/ (UNUTILIZED)
Auto Expenses	\$52,800	\$31,495	(\$21,305)	59.6%	(40.4%)
Communications	570,000	354,166	(215,834)	62.1%	(37.9%)
Transportation & Travel	818,700	473,472	(345,228)	57.8%	(42.2%)
Postage	1,143,700	1,269,597	125,897	111.0%	11.0%
Stationery & Forms	982,700	667,141	(315,559)	67.9%	(32.1%)
Office Supplies & Equipment	1,103,900	957,775	(146,125)	86.8%	(13.2%)
Insurance	1,374,700	1,217,452	(157,248)	88.6%	(11.4%)
Equipment Maintenance	733,300	480,710	(252,590)	65.6%	(34.4%)
Equipment Rents & Leases	250,000	208,204	(41,796)	83.3%	(16.7%)
Building Costs	7,800,000	6,754,174	(1,045,826)	86.6%	(13.4%)
Parking Fees	482,000	534,307	52,307	110.9%	10.9%
Professional & Specialized Services	4,500,600	3,036,365	(1,464,235)	67.5%	(32.5%)
Bank Services	200,000	194,435	(5,565)	97.2%	(2.8%)
Legal Fees & Services	2,093,000	2,141,326	48,326	102.3%	2.3%
Disability Fees & Services	3,090,300	2,801,795	(288,505)	90.7%	(9.3%)
Computer Services & Support	5,279,600	4,845,272	(434,328)	91.8%	(8.2%)
Educational Expenses	1,441,800	851,428	(590,372)	59.1%	(40.9%)
Miscellaneous	759,000	986,672	227,672	130.0%	30.0%
<b>TOTAL</b>	<b>\$32,676,100</b>	<b>\$27,805,786</b>	<b>(\$4,870,314)</b>	<b>85.1%</b>	<b>(14.9%)</b>

\* All amounts rounded to the nearest dollar.

- Building Costs expenditures were \$6,754,174 or 86.6% of the annual budget of \$7,800,000. This under expenditure of \$1,045,826 or 13.4% of the approved budget is primarily due to lower than anticipated expenditures for Building Operational Costs and Renovation Projects. In addition, Overtime HVAC/Lighting and Facilities Maintenance were lower due to a reduction in onsite staff needing after hour HVAC and lighting, as well as a reduction in COVID cleanings.
- Professional & Specialized Services expenditures were \$3,036,365 or 67.5% of the annual budget in this category of \$4,500,600. This represents an under expenditure of \$1,464,235 or 32.5% of the approved budget. Significant variances in this category are outlined below:

- Under expenditure of \$412,978 for Audits. A large portion of this line item is considered to be for contingencies/unplanned audits or investigations.
- Under expenditure of \$200,000 for Organizational Programs due to the cancellation of required COVID-testing during this fiscal year.
- Under expenditure of \$149,122 for EDP Charges due to delayed billing from Internal Services Department (ISD) for Amazon AWS hosting services.
- Under expenditure of \$146,883 for Public & Media Relations, which can vary widely.
- Educational Expenses were \$851,428 or 59.1% of the annual budget of \$1,441,800. This under expenditure of \$590,372 is mainly due to lower than anticipated costs for registration fees, and departmental training. Some training was cancelled and some were conducted virtually resulting in cost savings.
- Computer Services & Support expenditures were \$4,845,272 or 91.8% of the annual budget of \$5,279,600. This under expenditure of \$434,328 is due to lower than anticipated costs for Telephone System Updates and Co-Location. The new Member Services Call Center Solution was deferred to FY 2024-2025 and the migration for disaster recovery services to the cloud resulted in cost savings for Co-Location.
- Transportation & Travel expenditures were \$473,472 or 57.8% of the annual budget of \$818,700. This under expenditure of \$345,228 or 42.2% is mainly due to fewer than expected in-person seminars and training classes.
- Postage expenditures were \$1,269,597 or 111.0% of the annual budget of \$1,143,700. This over expenditure of \$125,897 or 11.0% is mainly due to unexpected/unanticipated special mailings.

For additional details on LACERA expenses see Appendix A.

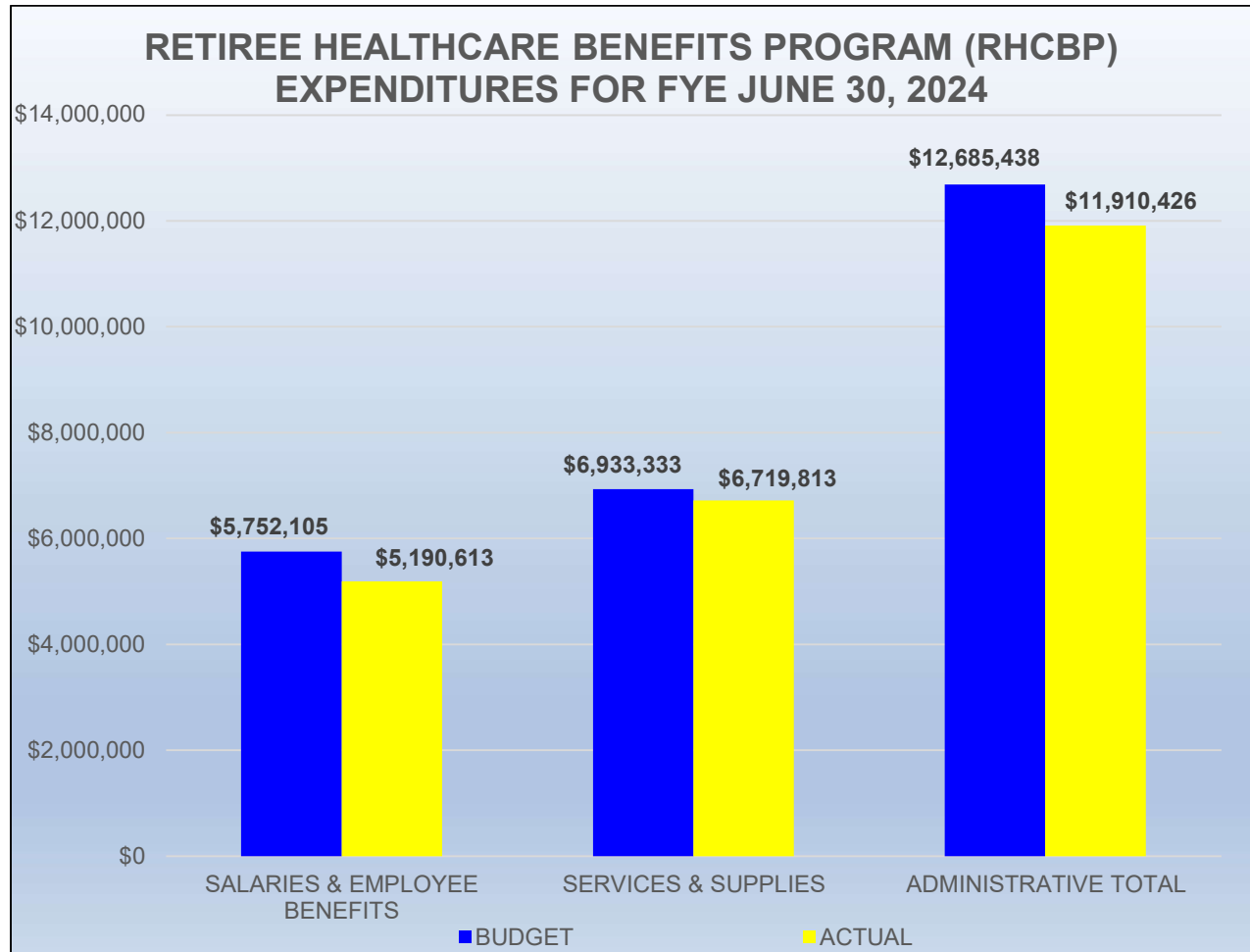


## SECTION II - RETIREE HEALTHCARE BENEFITS BUDGET SUMMARY

Following is a summary of the Retiree Healthcare Benefits Program Final Budget Control Report for Fiscal Year 2023-2024 for the period ending June 30, 2024. The total program administrative expenses were \$11,910,426 or 93.9% of the \$12,685,438 approved administrative budget. This represents an under expenditure of \$775,012 or 6.1% of the approved budget.

RETIREE HEALTHCARE BENEFITS PROGRAM (RHCBP) SUMMARY OF ADMINISTRATIVE EXPENDITURES AS OF JUNE 30, 2024					
RHCBP	BUDGET	ACTUAL	OVER/(UNDER) BUDGET	% UTILIZED	% OVER/ (UNUTILIZED)
SALARIES & EMPLOYEE BENEFITS	\$5,752,105	\$5,190,613	(\$561,492)	90.2%	(9.8%)
SERVICES & SUPPLIES	\$6,933,333	\$6,719,813	(\$213,520)	96.9%	(3.1%)
ADMINISTRATIVE TOTAL	\$12,685,438	\$11,910,426	(\$775,012)	93.9%	(6.1%)

\*All amounts rounded to the nearest dollar.



### **Salaries & Employee Benefits (S&EB):**

Salaries & Employee Benefits costs were \$5,190,613 or 90.2% of the \$5,752,105 approved administrative budget. This represents an under expenditure of \$561,492 or 9.8% of the approved budget. The variance is mainly due to staff vacancies. Overtime costs were under budget due to the automation of Part B premium verifications, which decreased the manual processing workload.

### **Services & Supplies (S&S):**

Services & Supplies costs were \$6,719,813 or 96.9% of the \$6,933,333 approved administrative budget. This represents an under expenditure of \$213,520 or 3.1% of the \$6,933,333 approved budget and is primarily due to the following factors:

- Operational Costs of \$4,723,459 results in an under expenditure of \$283,074 or 5.7% of the approved budget of \$5,006,533. This is due to lower than anticipated costs for Departmental Overhead. The overhead amount represents costs incurred by other LACERA Divisions to support the RHC mission. For FY 2023-2024, the RHC Departmental Overhead cost was lower than anticipated and is directly related to LACERA's overall under-expenditures in both S&EB and S&S.
- Professional & Specialized Services costs of \$1,577,160 results in an over expenditure of \$20,660 or 1.3% of the approved budget of \$1,556,500 and is due to higher than anticipated costs for the OPEB Valuation. This is due to late invoices/bills and expenses that were not received and captured prior to the accrual deadline.
- Legal Fees and Services of \$12,632 is an over expenditure of \$12,632 for outside legal counsel services related to the Lifetime Maximum Benefit (LMB) issue. RHC did not anticipate the need for any legal services for FY 2023-2024.
- Transportation & Travel of \$45,547 includes an over expenditure of \$20,847 as more staff attended in-person conferences than anticipated.

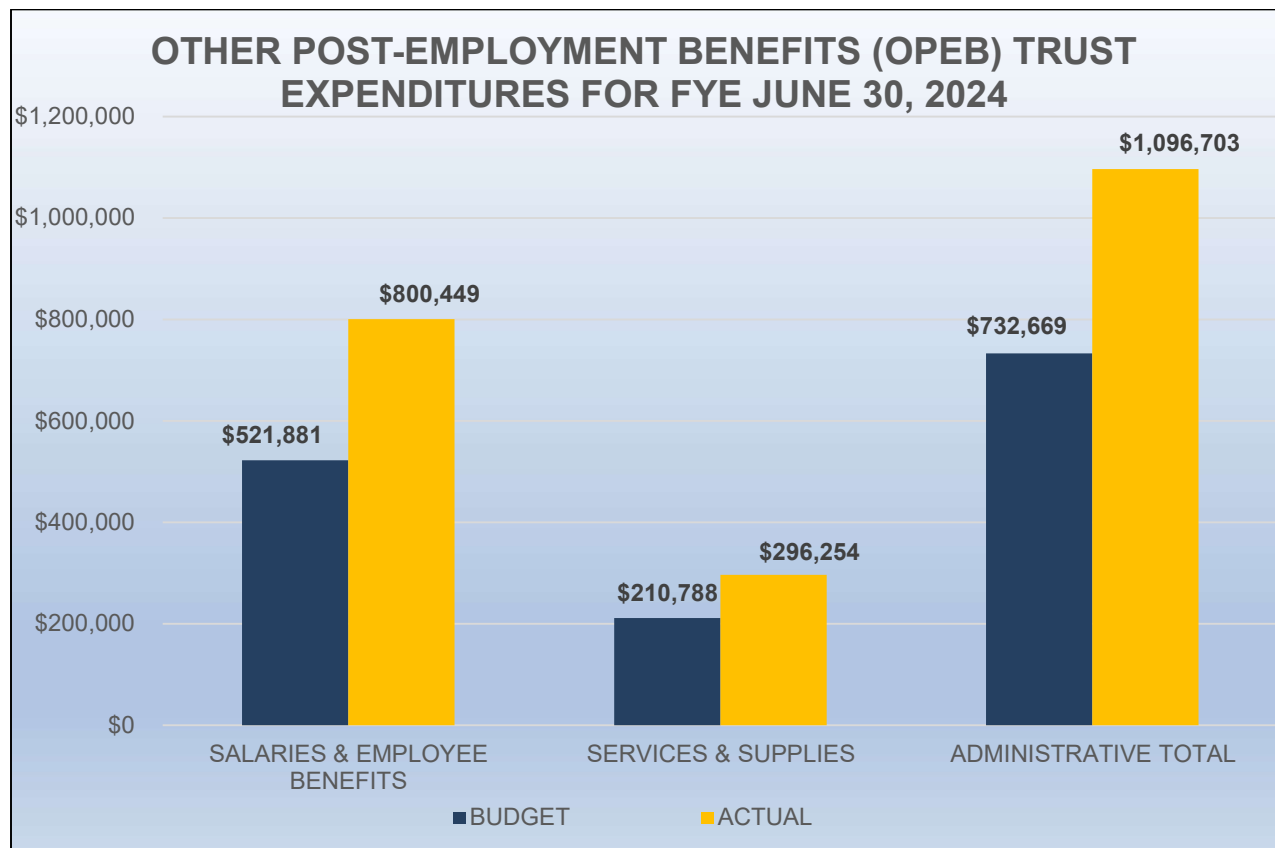
For additional details on RHCBP expenses see Appendix B.

### **SECTION III - OTHER POST-EMPLOYMENT BENEFITS BUDGET SUMMARY**

Following is a summary of the Final Budget Control Report for Other Post-Employment Benefits (OPEB) Trust for the period ending June 30, 2024. The total OPEB Trust administrative expenses were \$1,096,703 or 149.7% of the \$732,669 approved administrative budget. This represents an over expenditure of \$364,034 or 49.7% of the approved budget.

<b>OTHER POST-EMPLOYMENT BENEFITS (OPEB) TRUST SUMMARY OF ADMINISTRATIVE EXPENDITURES AS OF JUNE 30, 2024</b>					
<b>OPEB TRUST</b>	<b>BUDGET</b>	<b>ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>	<b>% UTILIZED</b>	<b>% OVER/ (UNUTILIZED)</b>
SALARIES & EMPLOYEE BENEFITS	\$521,881	\$800,449	\$278,568	153.4%	53.4%
SERVICES & SUPPLIES	\$210,788	\$296,254	\$85,466	140.5%	40.5%
<b>ADMINISTRATIVE TOTAL</b>	<b>\$732,669</b>	<b>\$1,096,703</b>	<b>\$364,034</b>	<b>149.7%</b>	<b>49.7%</b>

\* All amounts rounded to the nearest dollar.



The over expenditure is attributed to higher than anticipated costs for OPEB Trust audits, salaries and employee benefits for additional staff and time needed for unplanned or unanticipated projects. In the 2023-2024 fiscal year, the OPEB Trust faced several unplanned projects that required additional staff and resources. These Projects included presentations on delegated authority and policy updates to the Investment Policy Statement (IPS) and Procurement, driven by the Board of Investments (BOI)'s actions. Additionally, the Tier 3 project and a comprehensive Fund risk and Environmental Social Governance (ESG) search, which included OPEB in its scope, were undertaken. These efforts were essential for transparency and strategic improvements, ultimately benefiting OPEB's long-term goals (e.g., The change in the unitization structure of the OPEB Master Trust, Public Markets OPEB search conducted as an RFP, SOC RFP, etc.). Furthermore, the audit overage was due to late invoices received for audit services from previous years for fiscal year ending June 30, 2023, and delays in implementing a new agreement for Auditing Services.

For additional details on OPEB Trust expenses see Appendix C.

# APPENDIX A

**FISCAL YEAR 2023-2024**

**LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION  
(LACERA)**

**BUDGET CONTROL REPORT**

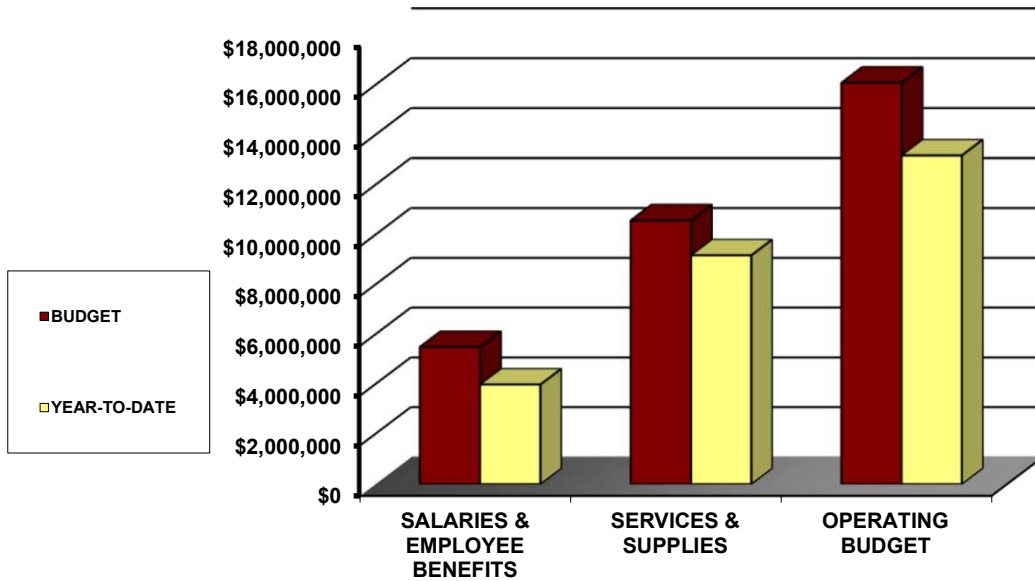
**BASED ON EXPENDITURES AS OF  
JUNE 30, 2024**

# ADMINISTRATIVE SERVICES

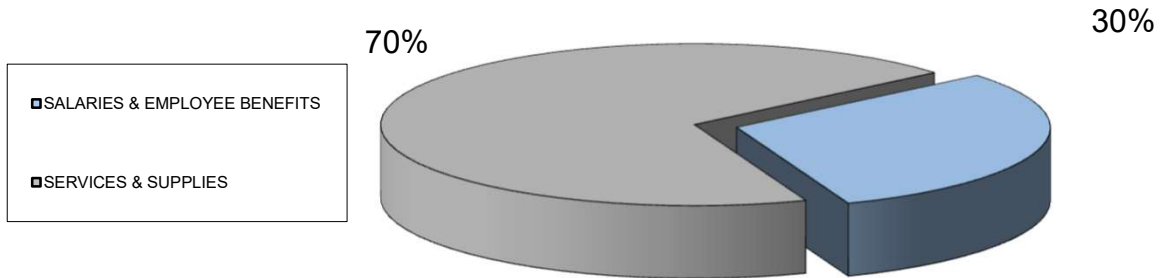
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$5,512,307	\$4,004,010	(\$1,508,297)
SERVICES & SUPPLIES	\$10,596,100	\$9,194,242	(\$1,401,858)
<b>OPERATING BUDGET</b>	<b>\$16,108,407</b>	<b>\$13,198,252</b>	<b>(\$2,910,155)</b>

Budgeted Positions      42  
Filled Positions         27



**Total Expenditures by Category**



**FISCAL YEAR 2023-2024**

**ADMINISTRATIVE SERVICES DIVISION**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$2,813,145	\$2,106,003	(\$707,142)
AGENCY TEMPORARY	457,800	297,609	(160,191)
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	35,700	14,068	(21,632)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	6,900	2,981	(3,919)
SICKLEAVE BUYBACK	7,300	8,774	1,474
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$3,320,845</b>	<b>\$2,429,435</b>	<b>(\$891,410)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	699,192	494,852	(204,340)
FICA CONTRIBUTION	49,858	32,846	(17,012)
COUNTY SUBSIDY - INSURANCE	171,387	67,479	(103,908)
OPTIONS PLAN	694,482	437,542	(256,940)
LIFE INSURANCE	1,614	1,694	80
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	11,598	0	(11,598)
THRIFT PLAN / HORIZONS	109,078	60,991	(48,087)
SAVINGS PLAN	34,019	18,450	(15,569)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	139,998	98,534	(41,464)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$1,911,226</b>	<b>\$1,212,387</b>	<b>(\$698,839)</b>
<b>OPEB CONTRIBUTION</b>	<b>99,927</b>	<b>104,240</b>	<b>4,313</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>0</b>	<b>99,927</b>	<b>99,927</b>
<b>OTHER BENEFITS</b>	<b>180,309</b>	<b>158,021</b>	<b>(22,288)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$2,191,462</b>	<b>\$1,574,575</b>	<b>(\$616,887)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$5,512,307</b>	<b>\$4,004,010</b>	<b>(\$1,508,297)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2023-2024**

**ADMINISTRATIVE SERVICES DIVISION**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>AUTO EXPENSES</b>			
9102 AUTO MAINTENANCE/REPAIR	\$10,000	(\$31)	(\$10,031)
9103 GAS	1,000	352	(648)
9105 LICENSE FEES	500	0	(500)
9106 SPECIAL ORDER - AUTOMOBILE	22,000	21,128	(872)
TOTAL	<u>33,500</u>	<u>21,448</u>	<u>(12,052)</u>
<b>TRANSPORTATION AND TRAVEL</b>			
9181 TRANSPORTATION	2,300	403	(1,897)
9182 TRAVEL	15,300	2,697	(12,603)
TOTAL	<u>17,600</u>	<u>3,099</u>	<u>(14,501)</u>
<b>POSTAGE</b>			
9201 POSTAGE METER	350,000	365,000	15,000
9204 CALLER BOX SERVICE ANNUAL FEE	1,500	0	(1,500)
TOTAL	<u>351,500</u>	<u>365,000</u>	<u>13,500</u>
<b>STATIONERY AND FORMS</b>			
9264 MISC STATIONERY & FORMS	1,000	0	(1,000)
TOTAL	<u>1,000</u>	<u>0</u>	<u>(1,000)</u>
<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302 SPECIAL ORDERS/MINOR EQUIP	27,000	14,647	(12,353)
9305 SAFETY AND HEALTH SUPPLIES	40,000	11,228	(28,772)
9306 COMPUTER SUPPLIES	60,000	56,215	(3,785)
9307 STANDARD STOCK	110,000	87,807	(22,194)
9337 OFFICE FURNISHINGS	60,000	24,175	(35,825)
9352 ERGONOMIC ITEMS	1,000	147	(853)
TOTAL	<u>298,000</u>	<u>194,218</u>	<u>(103,782)</u>
<b>INSURANCE</b>			
9381 FIDUCIARY INSURANCE	500,000	439,511	(60,489)
9382 UMBRELLA POLICY	27,000	16,592	(10,408)
9384 EARTHQUAKE/FLOOD	100,000	98,789	(1,211)
9386 CRIME INSURANCE POLICY	24,000	21,761	(2,239)
9387 BUSINESS PACKAGE	68,000	47,114	(20,886)
9388 EMPLOYMENT PRACTICE LIABILITY INSURANCE	245,000	222,111	(22,889)
9390 CYBER LIABILITY INSURANCE	401,000	363,280	(37,720)
9391 TERRORISM INSURANCE	9,700	8,293	(1,407)
TOTAL	<u>1,374,700</u>	<u>1,217,452</u>	<u>(157,248)</u>



**FISCAL YEAR 2023-2024**

**ADMINISTRATIVE SERVICES DIVISION**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>EQUIPMENT MAINTENANCE</b>			
9401 FAX MACHINES	\$1,000	\$0	(\$1,000)
9423 TIME CLOCK MAINTENANCE	300	0	(300)
9426 SECURITY SYSTEM (PANIC BUTTONS)	2,000	3,990	1,990
TOTAL	<u>3,300</u>	<u>3,990</u>	690
<b>EQUIPMENT RENTS AND LEASES</b>			
9452 MAILING EQUIPMENT	30,000	30,164	164
9463 PRODUCTION COPIERS - LEASES	220,000	178,040	(41,960)
TOTAL	<u>250,000</u>	<u>208,204</u>	(41,796)
<b>BUILDING COSTS</b>			
9476 BUILDING OPERATIONAL COSTS	6,490,000	5,785,531	(704,469)
9477 OVERTIME HVAC/LIGHTING	135,000	88,101	(46,899)
9480 FACILITIES MAINTENANCE	175,000	66,693	(108,307)
9481 RENOVATION PROJECTS	1,000,000	813,849	(186,151)
TOTAL	<u>7,800,000</u>	<u>6,754,174</u>	(1,045,826)
<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>			
9552 BUSINESS CONTINUITY SERVICES	75,000	62,700	(12,300)
9553 ARCHIVE/ OFF-SITE STORAGE	90,000	82,284	(7,716)
9677 SHREDDING SERVICE	50,000	87,316	37,316
9685 COURIER SERVICE	25,000	8,666	(16,334)
9686 FURNITURE OFF-SITE STORAGE	21,000	27,770	6,770
9688 UNIVERSAL MAIL DELIVERY SERVICE	8,000	7,145	(855)
9689 NEXT DAY MAIL DELIVERY SERVICE	50,000	23,059	(26,941)
9723 BROKERAGE SERVICES FEE	110,000	94,000	(16,000)
TOTAL	<u>429,000</u>	<u>392,940</u>	(36,060)
<b>EDUCATIONAL EXPENSES</b>			
9961 MEMBERSHIPS	5,000	3,126	(1,874)
9962 REGISTRATION FEES	20,000	19,402	(598)
9963 EDUCATIONAL MATERIALS	500	50	(450)
TOTAL	<u>25,500</u>	<u>22,578</u>	(2,922)
<b>MISCELLANEOUS</b>			
9986 MISCELLANEOUS	10,000	11,138	1,138
9990 RIDESHARE	2,000	0	(2,000)
TOTAL	<u>12,000</u>	<u>11,138</u>	(862)
<b>GRAND TOTAL</b>	<b><u>\$10,596,100</u></b>	<b><u>\$9,194,242</u></b>	<b><u>(\$1,401,858)</u></b>

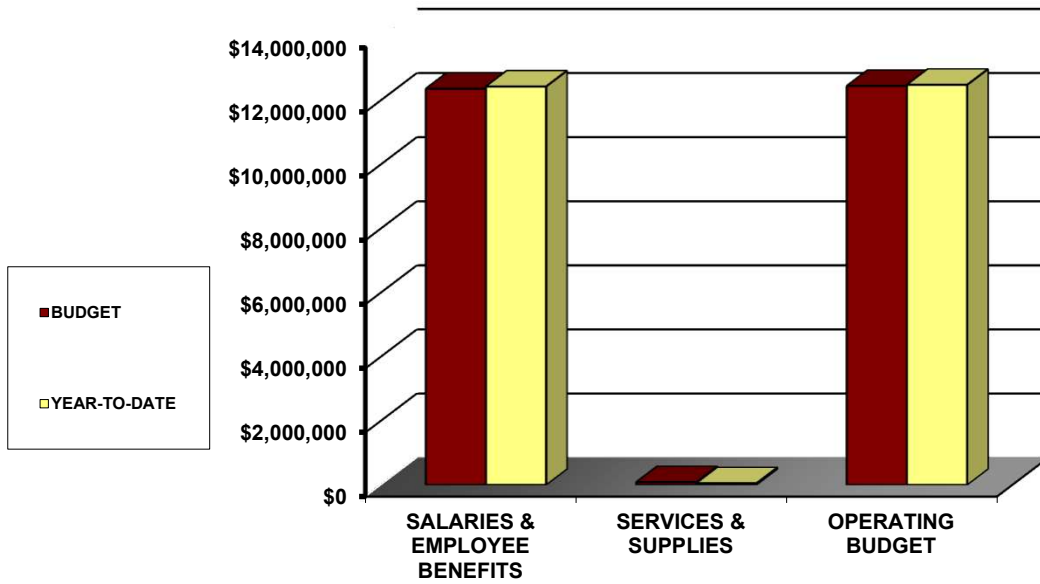
\*All amounts rounded to the nearest dollar.

# BENEFITS DIVISION

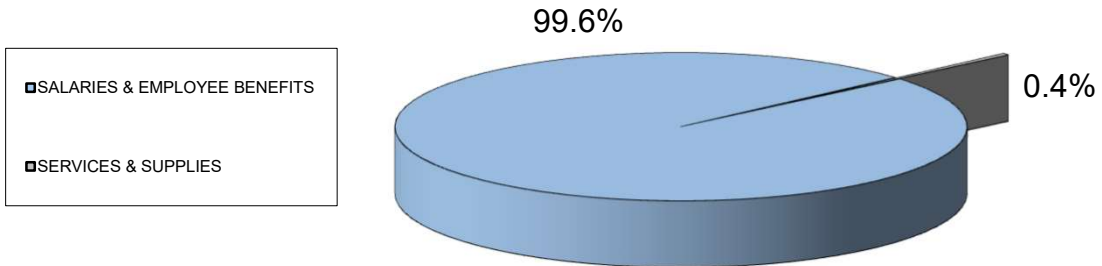
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$12,363,301	\$12,431,767	\$68,466
SERVICES & SUPPLIES	\$86,100	\$52,298	(\$33,802)
<b>OPERATING BUDGET</b>	<b>\$12,449,401</b>	<b>\$12,484,065</b>	<b>\$34,664</b>

Budgeted Positions      79  
Filled Positions         83



### Total Expenditures by Category



**FISCAL YEAR 2023-2024**

**BENEFITS DIVISION**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$6,799,486	\$6,934,062	\$134,576
AGENCY TEMPORARY	62,200	45,355	(16,845)
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	426,400	818,091	391,691
BILINGUAL BONUS	3,600	3,600	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	16,300	0	(16,300)
SICKLEAVE BUYBACK	12,000	22,879	10,879
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$7,319,986</b>	<b>\$7,823,988</b>	<b>\$504,002</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	1,890,248	1,573,118	(317,130)
FICA CONTRIBUTION	141,814	118,256	(23,558)
COUNTY SUBSIDY - INSURANCE	164,832	98,809	(66,023)
OPTIONS PLAN	1,343,816	1,439,489	95,673
LIFE INSURANCE	8,132	8,359	227
HEALTH INSURANCE TEMPS	233,571	105,435	(128,136)
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	297,861	228,806	(69,055)
SAVINGS PLAN	50,674	27,141	(23,533)
PENSION SAVINGS PLAN	27,320	8,766	(18,554)
MEGAFLEX	207,706	116,603	(91,103)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$4,365,974</b>	<b>\$3,724,784</b>	<b>(\$641,190)</b>
<b>OPEB CONTRIBUTION</b>	<b>241,527</b>	<b>251,953</b>	<b>10,426</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>0</b>	<b>241,526</b>	<b>241,526</b>
<b>OTHER BENEFITS</b>	<b>435,814</b>	<b>389,517</b>	<b>(46,297)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$5,043,315</b>	<b>\$4,607,779</b>	<b>(\$435,536)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$12,363,301</b>	<b>\$12,431,767</b>	<b>\$68,466</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2023-2024**

**BENEFITS DIVISION**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
		<hr/>	<hr/>	<hr/>
<b>TRANSPORTATION AND TRAVEL</b>				
9181	TRANSPORTATION	\$2,100	\$1,578	(\$522)
9182	TRAVEL	5,200	11,877	6,677
	TOTAL	<hr/> 7,300	<hr/> 13,454	<hr/> 6,154
<b>OFFICE SUPPLIES AND EQUIPMENT</b>				
9302	SPECIAL ORDERS/MINOR EQUIP	3,400	593	(2,807)
	TOTAL	<hr/> 3,400	<hr/> 593	<hr/> (2,807)
<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>				
9516	RECORD SEARCHES	1,000	8,557	7,557
9572	PENSION BENEFIT INFORMATION	15,000	12,047	(2,953)
9674	MEMBER VERIFICATION	25,000	12,806	(12,194)
	TOTAL	<hr/> 41,000	<hr/> 33,410	<hr/> (7,590)
<b>EDUCATIONAL EXPENSES</b>				
9961	MEMBERSHIPS	2,400	170	(2,230)
9962	REGISTRATION FEES	31,000	3,910	(27,090)
9963	EDUCATIONAL MATERIALS	200	0	(200)
	TOTAL	<hr/> 33,600	<hr/> 4,080	<hr/> (29,520)
<b>MISCELLANEOUS</b>				
9986	MISCELLANEOUS	800	760	(40)
	TOTAL	<hr/> 800	<hr/> 760	<hr/> (40)
<b>GRAND TOTAL</b>		<hr/> <b>\$86,100</b>	<hr/> <b>\$52,298</b>	<hr/> <b>(\$33,802)</b>

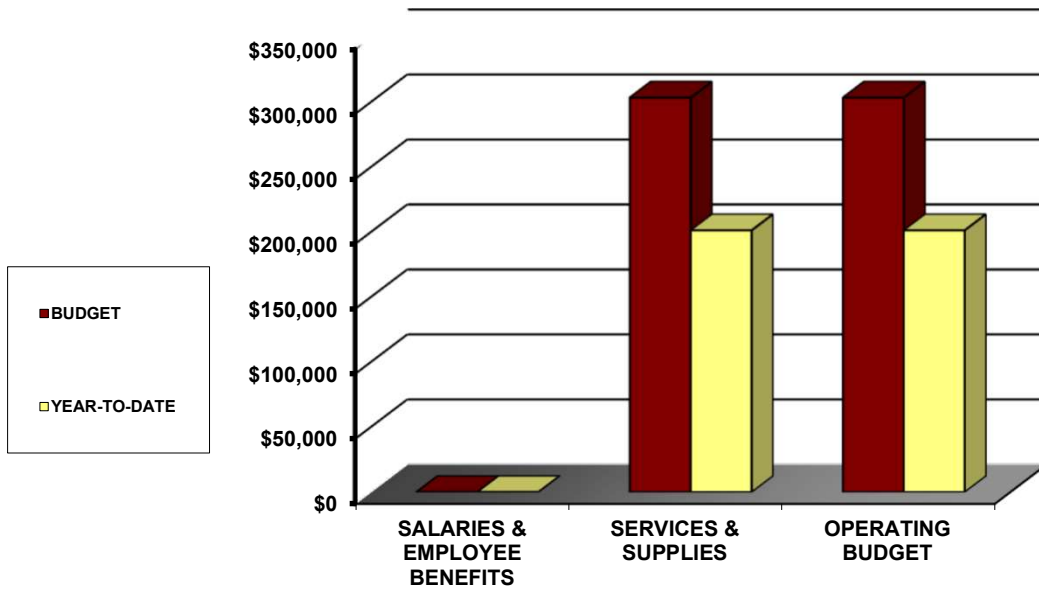
\*All amounts rounded to the nearest dollar.

# BOARD OF RETIREMENT

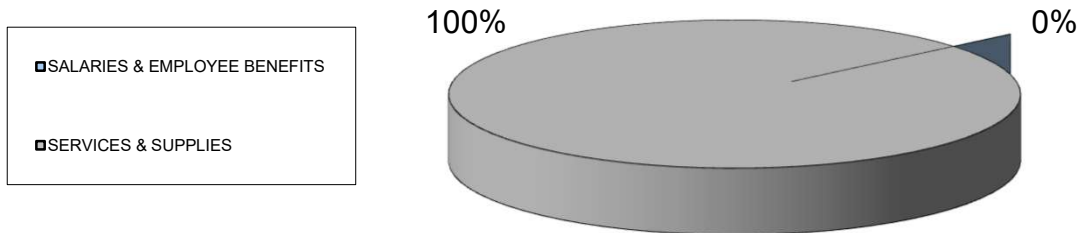
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$0	\$0	\$0
SERVICES & SUPPLIES	\$303,500	\$201,378	(\$102,122)
<b>OPERATING BUDGET</b>	<b>\$303,500</b>	<b>\$201,378</b>	<b>(\$102,122)</b>

Board of Retirement      11



### Total Expenditures by Category



**FISCAL YEAR 2023-2024**

**BOARD OF RETIREMENT**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
		<hr/>	<hr/>	<hr/>
<b>TRANSPORTATION AND TRAVEL</b>				
9181	TRANSPORTATION	\$11,000	\$7,455	(\$3,545)
9182	TRAVEL	82,500	57,323	(25,177)
	TOTAL	<hr/> 93,500	<hr/> 64,778	<hr/> (28,722)
<b>EDUCATIONAL EXPENSES</b>				
9961	MEMBERSHIPS	44,000	11,059	(32,941)
9962	REGISTRATION FEES	30,000	10,535	(19,465)
9963	EDUCATIONAL MATERIALS	12,000	4,688	(7,312)
	TOTAL	<hr/> 86,000	<hr/> 26,283	<hr/> (59,717)
<b>MISCELLANEOUS</b>				
9983	OFF-SITE BOARD MEETING EXPENSE	112,000	101,147	(10,853)
9984	FOOD/BEVERAGES	12,000	9,171	(2,829)
	TOTAL	<hr/> 124,000	<hr/> 110,318	<hr/> (13,682)
<b>GRAND TOTAL</b>		<hr/> <b>\$303,500</b>	<hr/> <b>\$201,378</b>	<hr/> <b>(\$102,122)</b>

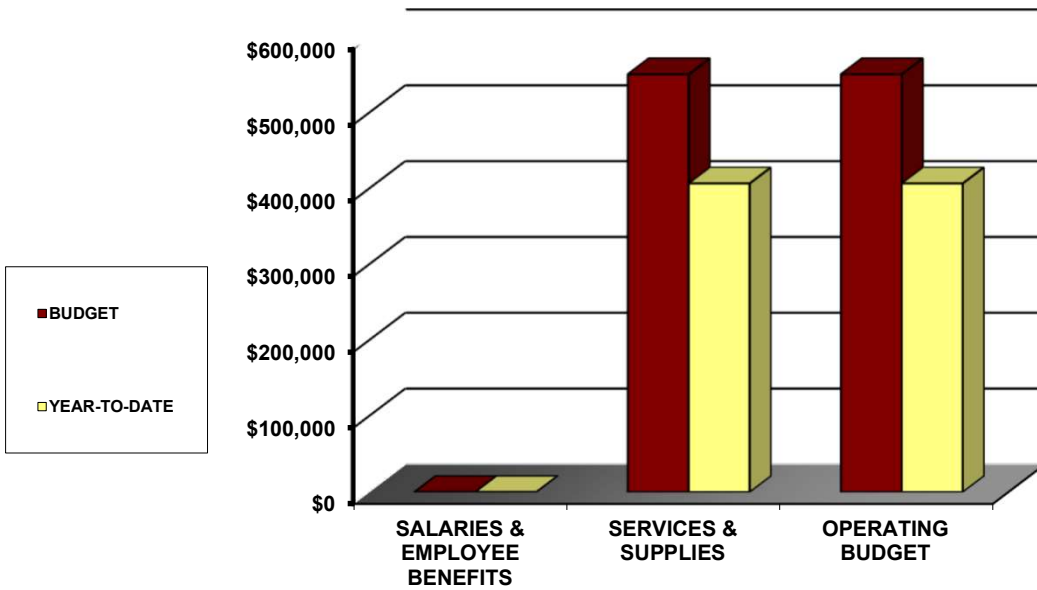
\*All amounts rounded to the nearest dollar.

# BOARD OF INVESTMENTS

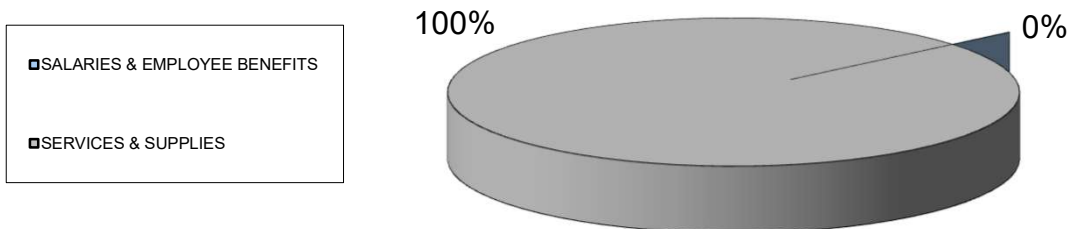
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$0	\$0	\$0
SERVICES & SUPPLIES	\$551,000	\$407,019	(\$143,981)
<b>OPERATING BUDGET</b>	<b>\$551,000</b>	<b>\$407,019</b>	<b>(\$143,981)</b>

Board of Investment 9



### Total Expenditures by Category



**FISCAL YEAR 2023-2024**

**BOARD OF INVESTMENTS**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
		<hr/>	<hr/>	<hr/>
<b>TRANSPORTATION AND TRAVEL</b>				
9181	TRANSPORTATION	\$26,000	\$20,900	(\$5,100)
9182	TRAVEL	220,000	120,964	(99,036)
	TOTAL	<hr/> 246,000	<hr/> 141,865	<hr/> (104,136)
<b>EDUCATIONAL EXPENSES</b>				
9961	MEMBERSHIPS	81,000	58,477	(22,523)
9962	REGISTRATION FEES	114,000	113,314	(686)
9963	EDUCATIONAL MATERIALS	5,000	12,710	7,710
	TOTAL	<hr/> 200,000	<hr/> 184,502	<hr/> (15,498)
<b>MISCELLANEOUS</b>				
9983	OFF-SITE BOARD MEETING EXPENSE	93,000	63,667	(29,333)
9984	FOOD/BEVERAGES	12,000	16,986	4,986
	TOTAL	<hr/> 105,000	<hr/> 80,653	<hr/> (24,347)
<b>GRAND TOTAL</b>		<hr/> <b>\$551,000</b>	<hr/> <b>\$407,019</b>	<hr/> <b>(\$143,981)</b>

\*All amounts rounded to the nearest dollar.

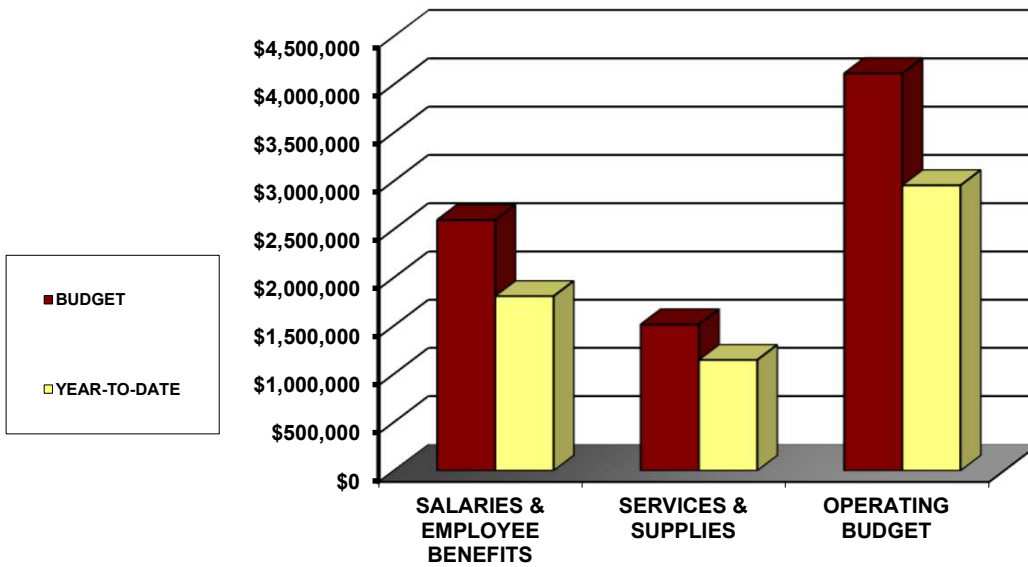


# COMMUNICATIONS

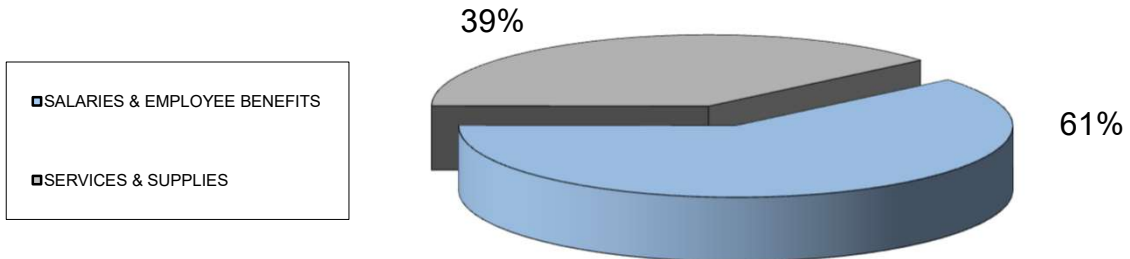
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$2,600,188	\$1,810,204	(\$789,984)
SERVICES & SUPPLIES	\$1,517,500	\$1,148,473	(\$369,027)
<b>OPERATING BUDGET</b>	<b>\$4,117,688</b>	<b>\$2,958,678</b>	<b>(\$1,159,010)</b>

Budgeted Positions      14  
Filled Positions         8



### Total Expenditures by Category



**FISCAL YEAR 2023-2024**

**COMMUNICATIONS**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$1,263,940	\$1,014,104	(\$249,836)
AGENCY TEMPORARY	331,000	85,859	(245,141)
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	4,500	1,821	(2,679)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	1,000	0	(1,000)
SICKLEAVE BUYBACK	3,500	0	(3,500)
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$1,603,940</b>	<b>\$1,101,785</b>	<b>(\$502,155)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	337,557	236,200	(101,357)
FICA CONTRIBUTION	23,928	15,600	(8,328)
COUNTY SUBSIDY - INSURANCE	113,214	51,108	(62,106)
OPTIONS PLAN	172,914	114,817	(58,097)
LIFE INSURANCE	215	350	135
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	40,245	16,937	(23,308)
SAVINGS PLAN	32,536	16,896	(15,640)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	149,730	93,781	(55,949)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$870,339</b>	<b>\$545,689</b>	<b>(\$324,650)</b>
<b>OPEB CONTRIBUTION</b>	<b>44,897</b>	<b>46,835</b>	<b>1,938</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>0</b>	<b>44,897</b>	<b>44,897</b>
<b>OTHER BENEFITS</b>	<b>81,012</b>	<b>70,999</b>	<b>(10,013)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$996,248</b>	<b>\$708,420</b>	<b>(\$287,828)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$2,600,188</b>	<b>\$1,810,204</b>	<b>(\$789,984)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2023-2024**

**COMMUNICATIONS**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>				
9181	TRANSPORTATION	\$700	\$453	(\$247)
9182	TRAVEL	16,900	2,744	(14,156)
	TOTAL	<u>17,600</u>	<u>3,196</u>	<u>(14,404)</u>
<b>POSTAGE</b>				
9205	NEWSLETTER POSTAGE	215,000	215,727	727
9207	ANNUAL BENEFITS STATEMENT POSTAGE	97,200	108,617	11,417
9210	MISCELLANEOUS MAILINGS	30,000	55,042	25,042
	TOTAL	<u>342,200</u>	<u>379,386</u>	<u>37,186</u>
<b>STATIONERY AND FORMS</b>				
9233	DISABILITY RETIREMENT APPEAL	7,500	0	(7,500)
9235	PLANS BROCHURES	80,000	63,818	(16,182)
9237	SURVIVOR - BROCHURES	2,000	863	(1,137)
9239	WITHDRAWAL/RECIPROCITY - BROCHURES	10,000	19,625	9,625
9240	ANNUAL REPORT	55,000	41,859	(13,141)
9242	ANNUAL BENEFITS STATEMENT	150,000	90,456	(59,544)
9246	FORMS	25,000	14,965	(10,035)
9249	LACERA CALENDARS	10,000	10,294	294
9253	NEW MEMBER WELCOME PACKAGE	10,000	20,396	10,396
9255	PRE-RET GUIDE	35,000	30,157	(4,843)
9256	POSTSCRIPT PRINTING	140,000	82,983	(57,017)
9259	RETIREEES - INSERTS	3,500	7,066	3,566
9261	SPOTLIGHT PRINTING	120,000	144,241	24,241
9262	SURVEY	2,500	0	(2,500)
9263	UNANTICIPATED PROJECTS	36,000	31,045	(4,955)
9265	SPECIALIZED MAILINGS	60,000	3,518	(56,482)
9266	DIRECT DEPOSIT BROCHURES	3,000	3,358	358
9267	Q & A BROCHURES	8,000	3,252	(4,748)
9268	TRANSFER BROCHURES	5,000	0	(5,000)
9269	DISABILITY RETIREMENT PACKETS	15,000	0	(15,000)
9274	STATIONERY	50,000	52,751	2,751
9280	ANNUAL BENEFIT STATEMENT PDF/CD'S	16,000	13,587	(2,413)
9281	ESTIMATE PACKAGE	3,200	0	(3,200)
9282	NEW RETIREE PACKAGE	5,000	0	(5,000)
9283	POWER OF ATTORNEY	15,000	17,556	2,556
9285	RETIREMENT UNIVERSITY	85,000	15,350	(69,650)
9286	COMMUNITY PROPERTY GUIDE	5,000	0	(5,000)
9287	CASE MANAGEMENT	25,000	0	(25,000)
	TOTAL	<u>981,700</u>	<u>667,141</u>	<u>(314,559)</u>

**FISCAL YEAR 2023-2024**

**COMMUNICATIONS**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302 SPECIAL ORDERS/MINOR EQUIP	\$6,000	\$19,588	\$13,588
TOTAL	<u>6,000</u>	<u>19,588</u>	<u>13,588</u>
<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>			
9627 NEWSLETTER MAILINGS	35,000	24,908	(10,092)
9628 HR CONFERENCE/FORUM	2,000	0	(2,000)
9719 CAMPAIGNS	70,000	14,952	(55,048)
9726 WIRE SERVICE	3,000	0	(3,000)
9727 MISCELLANEOUS VIDEO PRODUCTION	30,000	30,633	633
TOTAL	<u>140,000</u>	<u>70,493</u>	<u>(69,507)</u>
<b>EDUCATIONAL EXPENSES</b>			
9961 MEMBERSHIPS	400	1,532	1,132
9962 REGISTRATION FEES	25,000	6,026	(18,974)
9963 EDUCATIONAL MATERIALS	4,000	600	(3,400)
TOTAL	<u>29,400</u>	<u>8,158</u>	<u>(21,242)</u>
<b>MISCELLANEOUS</b>			
9986 MISCELLANEOUS	600	510	(90)
TOTAL	<u>600</u>	<u>510</u>	<u>(90)</u>
<b>GRAND TOTAL</b>	<b><u>\$1,517,500</u></b>	<b><u>\$1,148,473</u></b>	<b><u>(\$369,027)</u></b>

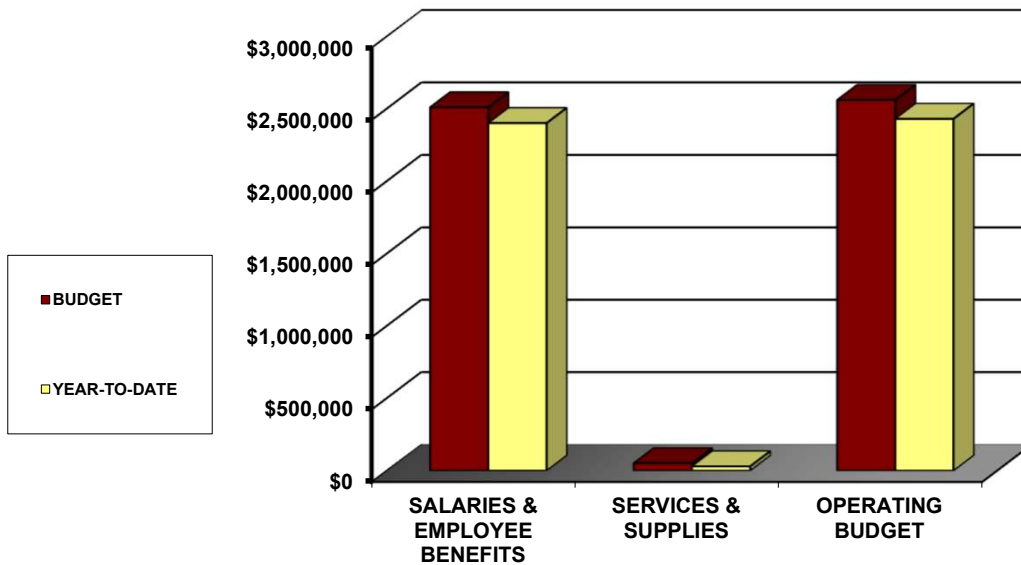
\*All amounts rounded to the nearest dollar.

# DISABILITY LITIGATION

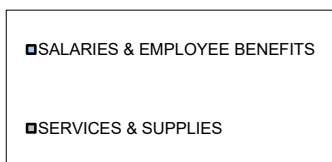
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$2,510,041	\$2,401,595	(\$108,446)
SERVICES & SUPPLIES	\$51,100	\$29,764	(\$21,336)
<b>OPERATING BUDGET</b>	<b>\$2,561,141</b>	<b>\$2,431,358</b>	<b>(\$129,783)</b>

Budgeted Positions      7  
Filled Positions         7



### Total Expenditures by Category



**FISCAL YEAR 2023-2024**

**DISABILITY LITIGATION**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$1,461,729	\$1,450,581	(\$11,148)
AGENCY TEMPORARY	0	0	0
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	2,800	572	(2,228)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	900	0	(900)
SICKLEAVE BUYBACK	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$1,465,429</b>	<b>\$1,451,154</b>	<b>(\$14,275)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	360,153	325,481	(34,672)
FICA CONTRIBUTION	25,658	21,965	(3,693)
COUNTY SUBSIDY - INSURANCE	86,456	71,340	(15,116)
OPTIONS PLAN	0	0	0
LIFE INSURANCE	0	0	0
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	62,028	50,238	(11,790)
SAVINGS PLAN	80,119	61,704	(18,415)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	284,585	231,518	(53,067)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$898,999</b>	<b>\$762,246</b>	<b>(\$136,753)</b>
<b>OPEB CONTRIBUTION</b>	<b>51,923</b>	<b>54,164</b>	<b>2,241</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>0</b>	<b>51,922</b>	<b>51,922</b>
<b>OTHER BENEFITS</b>	<b>93,690</b>	<b>82,109</b>	<b>(11,581)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$1,044,612</b>	<b>\$950,441</b>	<b>(\$94,171)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$2,510,041</b>	<b>\$2,401,595</b>	<b>(\$108,446)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2023-2024**

**DISABILITY LITIGATION**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>AUTO EXPENSES</b>				
9102	AUTO MAINTENANCE/REPAIR	\$1,000	\$286	(\$714)
9103	GAS	800	592	(209)
9105	LICENSE FEES	600	1,066	466
	TOTAL	<u>2,400</u>	<u>1,943</u>	<u>(457)</u>
<b>TRANSPORTATION AND TRAVEL</b>				
9181	TRANSPORTATION	1,000	0	(1,000)
9182	TRAVEL	6,100	0	(6,100)
	TOTAL	<u>7,100</u>	<u>0</u>	<u>(7,100)</u>
<b>OFFICE SUPPLIES AND EQUIPMENT</b>				
9302	SPECIAL ORDERS/MINOR EQUIP	1,800	57	(1,743)
	TOTAL	<u>1,800</u>	<u>57</u>	<u>(1,743)</u>
<b>LEGAL FEES AND SERVICES</b>				
9772	OUTSIDE LEGAL COUNSEL	2,500	0	(2,500)
9777	LITIGATION SUPPORT	500	0	(500)
	TOTAL	<u>3,000</u>	<u>0</u>	<u>(3,000)</u>
<b>EDUCATIONAL EXPENSES</b>				
9961	MEMBERSHIPS	3,500	1,898	(1,602)
9962	REGISTRATION FEES	3,000	50	(2,950)
9963	EDUCATIONAL MATERIALS	30,000	25,815	(4,185)
	TOTAL	<u>36,500</u>	<u>27,764</u>	<u>(8,736)</u>
<b>MISCELLANEOUS</b>				
9986	MISCELLANEOUS	300	0	(300)
	TOTAL	<u>300</u>	<u>0</u>	<u>(300)</u>
<b>GRAND TOTAL</b>		<b><u>\$51,100</u></b>	<b><u>\$29,764</u></b>	<b><u>(\$21,336)</u></b>

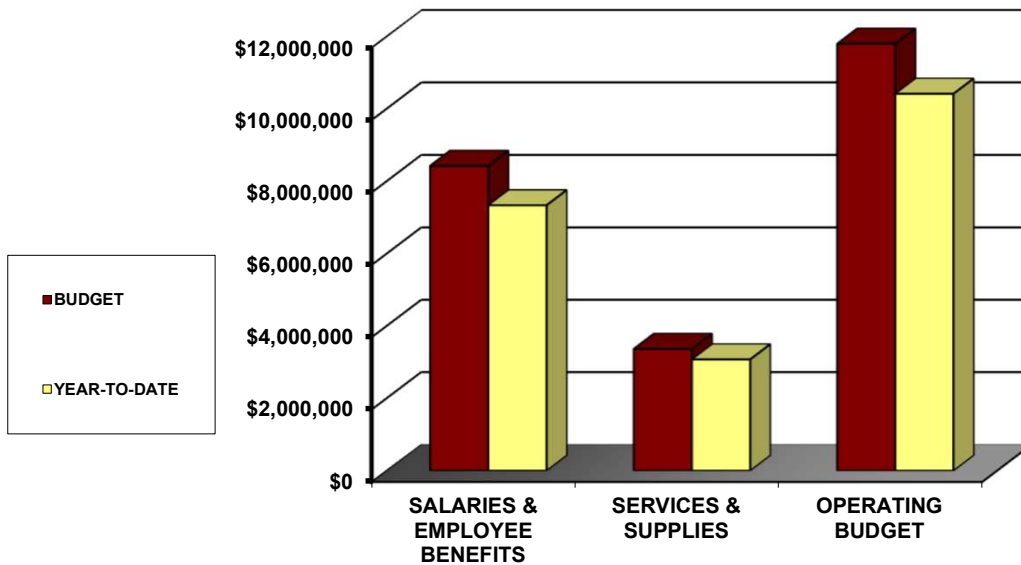
\*All amounts rounded to the nearest dollar.

# DISABILITY RETIREMENT

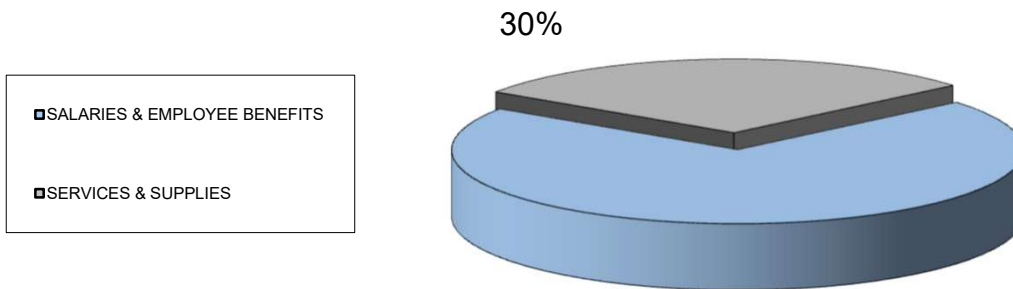
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$8,428,091	\$7,338,811	(\$1,089,280)
SERVICES & SUPPLIES	\$3,369,000	\$3,078,082	(\$290,918)
<b>OPERATING BUDGET</b>	<b>\$11,797,091</b>	<b>\$10,416,892</b>	<b>(\$1,380,199)</b>

Budgeted Positions      44  
Filled Positions         35



### Total Expenditures by Category





**FISCAL YEAR 2023-2024**

**DISABILITY RETIREMENT**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$4,579,337	\$4,019,431	(\$559,906)
AGENCY TEMPORARY	138,100	191,004	52,904
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	103,600	192,653	89,053
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	4,500	0	(4,500)
SICKLEAVE BUYBACK	6,000	3,762	(2,238)
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$4,831,537</b>	<b>\$4,406,851</b>	<b>(\$424,686)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	1,301,041	952,874	(348,167)
FICA CONTRIBUTION	88,146	64,687	(23,459)
COUNTY SUBSIDY - INSURANCE	445,646	341,675	(103,971)
OPTIONS PLAN	283,139	246,038	(37,101)
LIFE INSURANCE	1,952	1,435	(517)
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	178,848	119,870	(58,978)
SAVINGS PLAN	125,714	95,707	(30,007)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	715,890	517,836	(198,054)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$3,140,376</b>	<b>\$2,340,122</b>	<b>(\$800,254)</b>
<b>OPEB CONTRIBUTION</b>	<b>162,664</b>	<b>169,686</b>	<b>7,022</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>0</b>	<b>162,664</b>	<b>162,664</b>
<b>OTHER BENEFITS</b>	<b>293,514</b>	<b>259,489</b>	<b>(34,025)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$3,596,554</b>	<b>\$2,931,960</b>	<b>(\$664,594)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$8,428,091</b>	<b>\$7,338,811</b>	<b>(\$1,089,280)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2023-2024**

**DISABILITY RETIREMENT**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>				
9181	TRANSPORTATION	\$1,500	\$280	(\$1,220)
9182	TRAVEL	6,200	5,035	(1,165)
	TOTAL	<u>7,700</u>	<u>5,315</u>	<u>(2,385)</u>
<b>OFFICE SUPPLIES AND EQUIPMENT</b>				
9302	SPECIAL ORDERS/MINOR EQUIP	5,000	421	(4,579)
	TOTAL	<u>5,000</u>	<u>421</u>	<u>(4,579)</u>
<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>				
9673	PHOTOCOPIES OF DOCUMENTS	215,000	221,924	6,924
9695	JOB ANALYST	20,000	23,993	3,993
	TOTAL	<u>235,000</u>	<u>245,917</u>	<u>10,917</u>
<b>LEGAL FEES AND SERVICES</b>				
9772	OUTSIDE LEGAL COUNSEL	20,000	12,511	(7,489)
	TOTAL	<u>20,000</u>	<u>12,511</u>	<u>(7,489)</u>
<b>DISABILITY FEES AND SERVICES</b>				
9802	HEARING OFFICER FEES	120,000	107,290	(12,710)
9803	MEDICAL FEES	2,800,000	2,673,068	(126,932)
9804	COURT REPORTER	25,000	21,339	(3,661)
9805	INVESTIGATIVE SERVICES	20,000	0	(20,000)
9806	DATABASE SEARCHES	300	98	(202)
9807	MEDICAL ADVISOR	125,000	0	(125,000)
	TOTAL	<u>3,090,300</u>	<u>2,801,795</u>	<u>(288,505)</u>
<b>EDUCATIONAL EXPENSES</b>				
9961	MEMBERSHIPS	200	0	(200)
9962	REGISTRATION FEES	10,000	10,602	602
9963	EDUCATIONAL MATERIALS	500	436	(64)
	TOTAL	<u>10,700</u>	<u>11,038</u>	<u>338</u>
<b>MISCELLANEOUS</b>				
9986	MISCELLANEOUS	300	1,085	785
	TOTAL	<u>300</u>	<u>1,085</u>	<u>785</u>
<b>GRAND TOTAL</b>		<b><u>\$3,369,000</u></b>	<b><u>\$3,078,082</u></b>	<b><u>(\$290,918)</u></b>

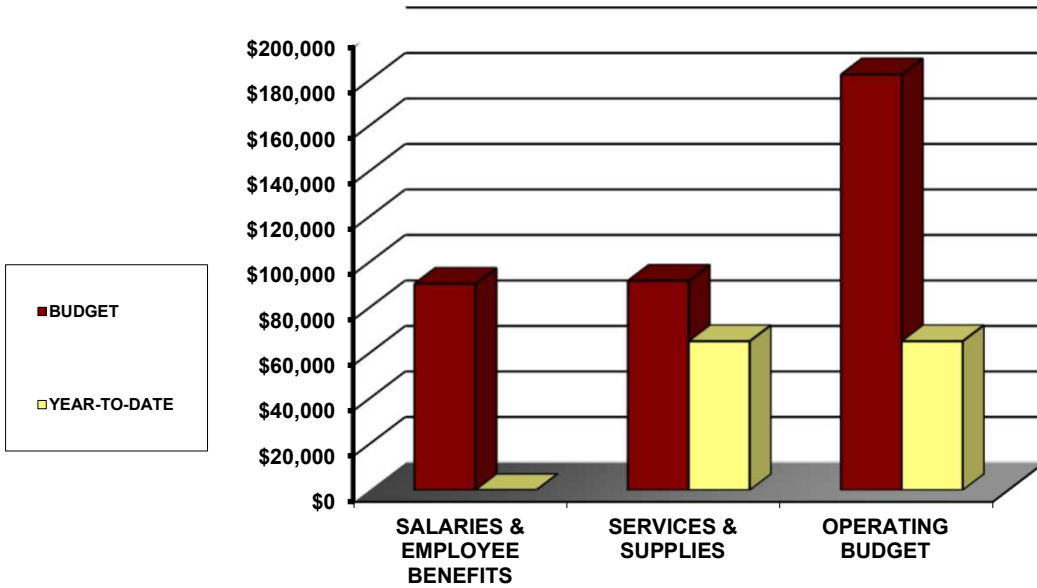
\*All amounts rounded to the nearest dollar.

# ETHICS AND COMPLIANCE OFFICE

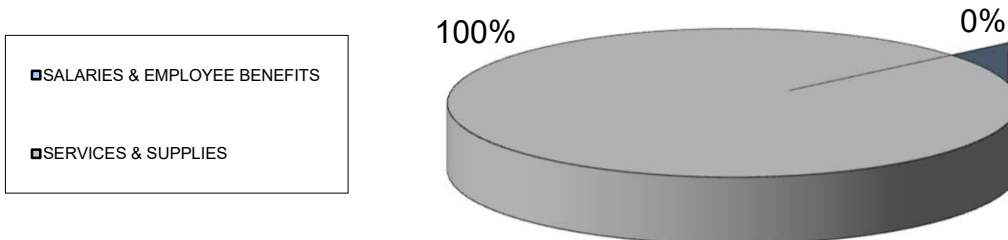
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$90,700	\$0	(\$90,700)
SERVICES & SUPPLIES	\$92,000	\$65,444	(\$26,556)
<b>OPERATING BUDGET</b>	<b>\$182,700</b>	<b>\$65,444</b>	<b>(\$117,256)</b>

Budgeted Positions      1  
Filled Positions        0



### Total Expenditures by Category



**FISCAL YEAR 2023-2024**

**ETHICS AND COMPLIANCE OFFICE**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$90,700	\$0	(\$90,700)
AGENCY TEMPORARY	0	0	0
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	0	0	0
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	0	0	0
SICKLEAVE BUYBACK	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$90,700</b>	<b>\$0</b>	<b>(\$90,700)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	0	0	0
FICA CONTRIBUTION	0	0	0
COUNTY SUBSIDY - INSURANCE	0	0	0
OPTIONS PLAN	0	0	0
LIFE INSURANCE	0	0	0
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	0	0	0
SAVINGS PLAN	0	0	0
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	0	0	0
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>OPEB CONTRIBUTION</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>OTHER BENEFITS</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$90,700</b>	<b>\$0</b>	<b>(\$90,700)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2023-2024**

**ETHICS AND COMPLIANCE OFFICE**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
		<hr/>	<hr/>	<hr/>
<b>TRANSPORTATION AND TRAVEL</b>				
9181	TRANSPORTATION	\$3,500	\$0	(\$3,500)
9182	TRAVEL	8,000	0	(8,000)
	TOTAL	<hr/> 11,500	<hr/> 0	<hr/> (11,500)
<b>LEGAL FEES AND SERVICES</b>				
9772	OUTSIDE LEGAL COUNSEL	20,000	60,105	40,105
	TOTAL	<hr/> 20,000	<hr/> 60,105	<hr/> 40,105
<b>EDUCATIONAL EXPENSES</b>				
9961	MEMBERSHIPS	8,000	1,469	(6,531)
9962	REGISTRATION FEES	7,500	995	(6,505)
9963	EDUCATIONAL MATERIALS	45,000	2,875	(42,125)
	TOTAL	<hr/> 60,500	<hr/> 5,339	<hr/> (55,161)
<b>GRAND TOTAL</b>		<hr/> <b>\$92,000</b>	<hr/> <b>\$65,444</b>	<hr/> <b>(\$26,556)</b>

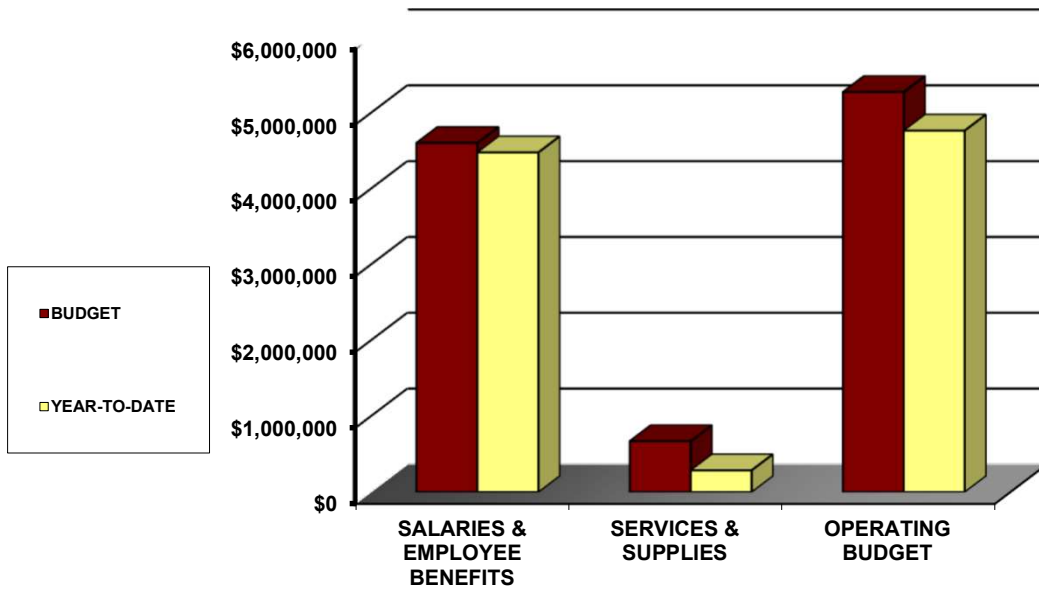
\*All amounts rounded to the nearest dollar.

# EXECUTIVE OFFICE

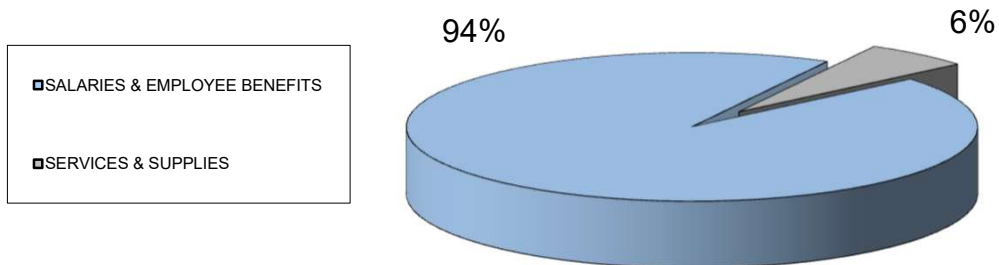
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$4,604,614	\$4,479,709	(\$124,905)
SERVICES & SUPPLIES	\$671,800	\$287,701	(\$384,099)
<b>OPERATING BUDGET</b>	<b>\$5,276,414</b>	<b>\$4,767,410</b>	<b>(\$509,004)</b>

Budgeted Positions      14  
Filled Positions         10



### Total Expenditures by Category



**FISCAL YEAR 2023-2024**

**EXECUTIVE OFFICE**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$2,211,154	\$1,966,913	(\$244,241)
AGENCY TEMPORARY	645,200	1,011,813	366,613
LACERA INTERN PROGRAM	0	0	0
STIPENDS	65,000	40,852	(24,148)
OVERTIME	27,600	32,129	4,529
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	14,400	14,400	0
RIDESHARE ALLOWANCE	1,400	0	(1,400)
SICKLEAVE BUYBACK	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$2,964,754</b>	<b>\$3,066,107</b>	<b>\$101,353</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	503,234	438,278	(64,956)
FICA CONTRIBUTION	43,978	34,047	(9,931)
COUNTY SUBSIDY - INSURANCE	198,404	149,045	(49,359)
OPTIONS PLAN	0	0	0
LIFE INSURANCE	0	0	0
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	80,890	53,088	(27,802)
SAVINGS PLAN	119,002	72,770	(46,232)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	473,367	352,945	(120,422)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$1,418,875</b>	<b>\$1,100,174</b>	<b>(\$318,701)</b>
<b>OPEB CONTRIBUTION</b>	<b>78,799</b>	<b>82,200</b>	<b>3,401</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>0</b>	<b>78,799</b>	<b>78,799</b>
<b>OTHER BENEFITS</b>	<b>142,186</b>	<b>152,428</b>	<b>10,242</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$1,639,860</b>	<b>\$1,413,601</b>	<b>(\$226,259)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$4,604,614</b>	<b>\$4,479,709</b>	<b>(\$124,905)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2023-2024**

**EXECUTIVE OFFICE**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>AUTO EXPENSES</b>				
9102	AUTO MAINTENANCE/REPAIR	\$5,000	\$976	(\$4,024)
9103	GAS	6,500	3,794	(2,706)
9105	LICENSE FEES	1,500	875	(625)
	TOTAL	<u>13,000</u>	<u>5,645</u>	<u>(7,355)</u>
<b>TRANSPORTATION AND TRAVEL</b>				
9181	TRANSPORTATION	4,100	4,036	(64)
9182	TRAVEL	45,700	11,775	(33,925)
	TOTAL	<u>49,800</u>	<u>15,811</u>	<u>(33,989)</u>
<b>OFFICE SUPPLIES AND EQUIPMENT</b>				
9302	SPECIAL ORDERS/MINOR EQUIP	3,000	5,873	2,873
	TOTAL	<u>3,000</u>	<u>5,873</u>	<u>2,873</u>
<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>				
9672	IMPROVEMENT PROJECTS	80,000	0	(80,000)
9714	SECURITY ASSESSMENT & MONITORING	100,000	0	(100,000)
9716	PUBLIC & MEDIA RELATIONS	250,000	103,117	(146,883)
9724	STRATEGIC PLANNING	25,000	34,225	9,225
9725	SOFTWARE SUBSCRIPTION SERVICES	62,000	61,436	(564)
	TOTAL	<u>517,000</u>	<u>198,777</u>	<u>(318,223)</u>
<b>EDUCATIONAL EXPENSES</b>				
9961	MEMBERSHIPS	25,000	14,381	(10,619)
9962	REGISTRATION FEES	43,500	19,077	(24,423)
9963	EDUCATIONAL MATERIALS	10,000	16,727	6,727
	TOTAL	<u>78,500</u>	<u>50,184</u>	<u>(28,316)</u>
<b>MISCELLANEOUS</b>				
9982	EMPLOYEE RECOGNITION PROGRAM	2,000	1,450	(550)
9984	FOOD/BEVERAGES	2,500	8,027	5,527
9986	MISCELLANEOUS	6,000	1,932	(4,068)
	TOTAL	<u>10,500</u>	<u>11,410</u>	<u>910</u>
<b>GRAND TOTAL</b>		<b><u>\$671,800</u></b>	<b><u>\$287,701</u></b>	<b><u>(\$384,099)</u></b>

\*All amounts rounded to the nearest dollar.

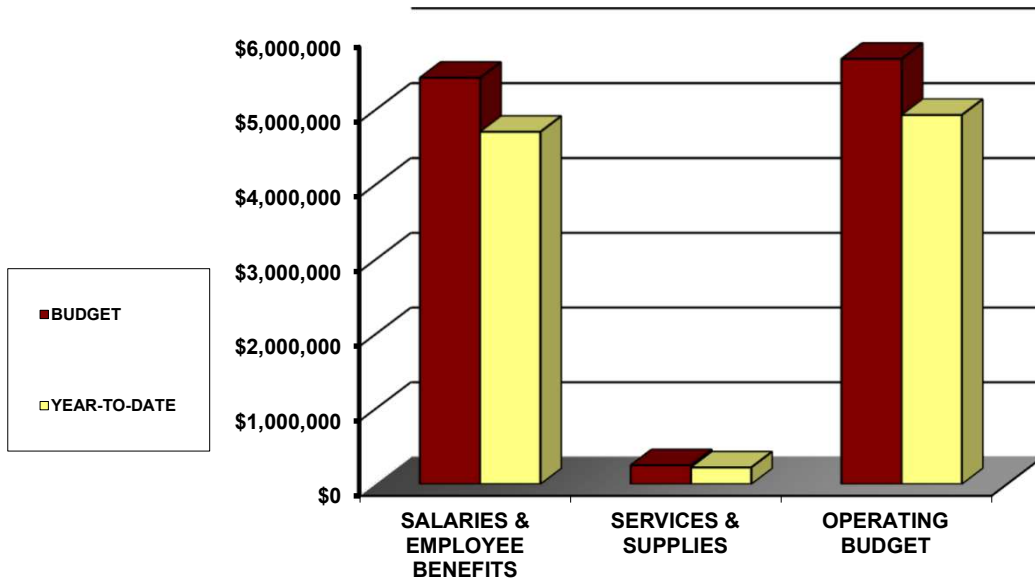


# FINANCIAL AND ACCOUNTING SERVICES

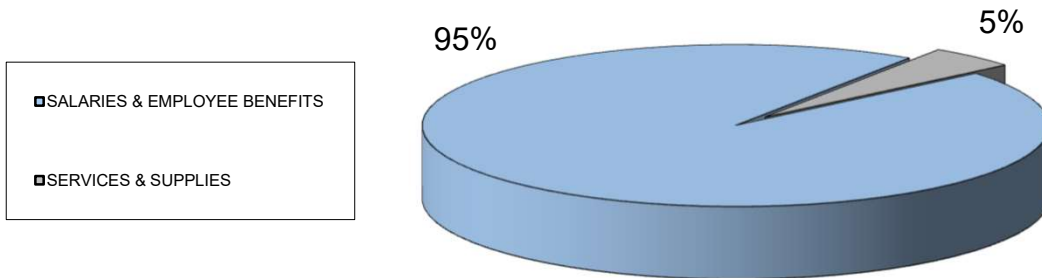
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$5,435,438	\$4,714,766	(\$720,672)
SERVICES & SUPPLIES	\$253,300	\$224,845	(\$28,455)
<b>OPERATING BUDGET</b>	<b>\$5,688,738</b>	<b>\$4,939,611</b>	<b>(\$749,127)</b>

Budgeted Positions      30  
Filled Positions        26



### Total Expenditures by Category



**FISCAL YEAR 2023-2024**

**FINANCIAL AND ACCOUNTING SERVICES DIVISION**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$2,752,536	\$2,464,762	(\$287,774)
AGENCY TEMPORARY	776,700	544,167	(232,534)
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	64,700	52,129	(12,571)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	7,500	0	(7,500)
SICKLEAVE BUYBACK	12,000	7,455	(4,545)
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$3,613,436</b>	<b>\$3,068,513</b>	<b>(\$544,923)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	653,775	563,045	(90,730)
FICA CONTRIBUTION	46,814	38,450	(8,364)
COUNTY SUBSIDY - INSURANCE	73,880	32,639	(41,241)
OPTIONS PLAN	555,358	519,516	(35,842)
LIFE INSURANCE	1,760	2,129	369
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	120,470	86,771	(33,699)
SAVINGS PLAN	18,088	9,935	(8,153)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	77,659	37,128	(40,531)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$1,547,804</b>	<b>\$1,289,612</b>	<b>(\$258,192)</b>
<b>OPEB CONTRIBUTION</b>	<b>97,774</b>	<b>101,994</b>	<b>4,220</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>0</b>	<b>97,774</b>	<b>97,774</b>
<b>OTHER BENEFITS</b>	<b>176,424</b>	<b>156,873</b>	<b>(19,551)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$1,822,002</b>	<b>\$1,646,253</b>	<b>(\$175,749)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$5,435,438</b>	<b>\$4,714,766</b>	<b>(\$720,672)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2023-2024**

**FINANCIAL AND ACCOUNTING SERVICES DIVISION**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
<b>TRANSPORTATION AND TRAVEL</b>				
9181	TRANSPORTATION	\$3,000	\$1,187	(\$1,813)
9182	TRAVEL	26,300	11,689	(14,611)
	TOTAL	<u>29,300</u>	<u>12,877</u>	<u>(16,423)</u>
<b>OFFICE SUPPLIES AND EQUIPMENT</b>				
9302	SPECIAL ORDERS/MINOR EQUIP	6,000	598	(5,402)
	TOTAL	<u>6,000</u>	<u>598</u>	<u>(5,402)</u>
<b>BANK SERVICES</b>				
9753	BANK CHARGES - STATE STREET	200,000	194,435	(5,565)
	TOTAL	<u>200,000</u>	<u>194,435</u>	<u>(5,565)</u>
<b>EDUCATIONAL EXPENSES</b>				
9961	MEMBERSHIPS	7,000	10,281	3,281
9962	REGISTRATION FEES	7,000	3,949	(3,051)
9963	EDUCATIONAL MATERIALS	2,000	1,029	(971)
	TOTAL	<u>16,000</u>	<u>15,259</u>	<u>(741)</u>
<b>MISCELLANEOUS</b>				
9986	MISCELLANEOUS	2,000	1,676	(324)
	TOTAL	<u>2,000</u>	<u>1,676</u>	<u>(324)</u>
<b>GRAND TOTAL</b>		<b><u>\$253,300</u></b>	<b><u>\$224,845</u></b>	<b><u>(\$28,455)</u></b>

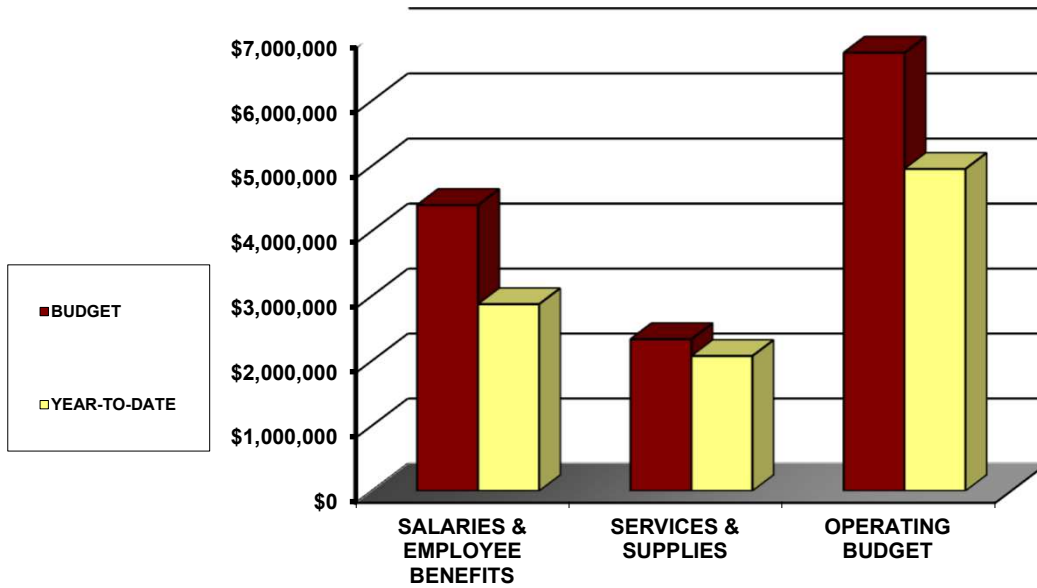
\*All amounts rounded to the nearest dollar.

# HUMAN RESOURCES

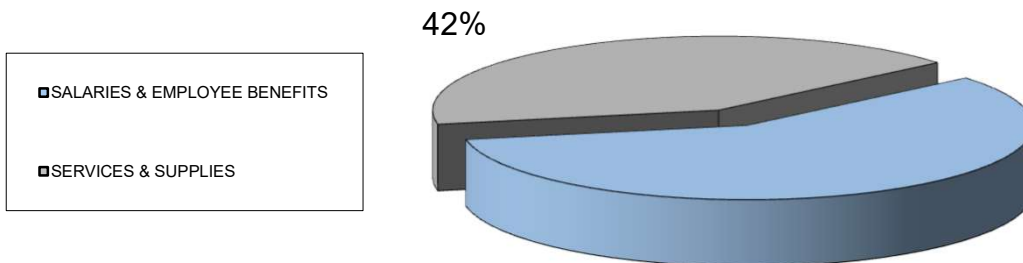
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$4,403,989	\$2,878,664	(\$1,525,325)
SERVICES & SUPPLIES	\$2,339,600	\$2,079,779	(\$259,821)
<b>OPERATING BUDGET</b>	<b>\$6,743,589</b>	<b>\$4,958,443</b>	<b>(\$1,785,146)</b>

Budgeted Positions 21  
Filled Positions 16



### Total Expenditures by Category



**FISCAL YEAR 2023-2024**

**HUMAN RESOURCES**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$2,200,574	\$1,503,581	(\$696,993)
AGENCY TEMPORARY	139,000	156,870	17,870
LACERA INTERN PROGRAM	288,000	6,016	(281,984)
STIPENDS	0	0	0
OVERTIME	4,700	13,998	9,298
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	1,700	0	(1,700)
SICKLEAVE BUYBACK	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$2,633,974</b>	<b>\$1,680,465</b>	<b>(\$953,509)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	565,562	368,970	(196,592)
FICA CONTRIBUTION	38,599	24,248	(14,351)
COUNTY SUBSIDY - INSURANCE	291,356	139,309	(152,047)
OPTIONS PLAN	0	11,083	11,083
LIFE INSURANCE	0	21	21
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	106,210	49,526	(56,684)
SAVINGS PLAN	104,110	55,315	(48,795)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	444,965	265,979	(178,986)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$1,550,802</b>	<b>\$914,450</b>	<b>(\$636,352)</b>
<b>OPEB CONTRIBUTION</b>	<b>78,167</b>	<b>81,542</b>	<b>3,375</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>0</b>	<b>78,167</b>	<b>78,167</b>
<b>OTHER BENEFITS</b>	<b>141,046</b>	<b>124,040</b>	<b>(17,006)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$1,770,015</b>	<b>\$1,198,199</b>	<b>(\$571,816)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$4,403,989</b>	<b>\$2,878,664</b>	<b>(\$1,525,325)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2023-2024**

**HUMAN RESOURCES**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
		<hr/>	<hr/>	<hr/>
<b>TRANSPORTATION AND TRAVEL</b>				
9181	TRANSPORTATION	\$1,200	\$134	(\$1,066)
9182	TRAVEL	9,600	2,760	(6,840)
	TOTAL	<hr/> 10,800	<hr/> 2,894	<hr/> (7,906)
<b>OFFICE SUPPLIES AND EQUIPMENT</b>				
9302	SPECIAL ORDERS/MINOR EQUIP	3,000	4,356	1,356
	TOTAL	<hr/> 3,000	<hr/> 4,356	<hr/> 1,356
<b>PARKING FEES</b>				
9491	GATEWAY PLAZA	480,000	534,307	54,307
9492	MUSIC CENTER	2,000	0	(2,000)
	TOTAL	<hr/> 482,000	<hr/> 534,307	<hr/> 52,307
<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>				
9504	PAYROLL SERVICES	205,000	129,296	(75,704)
9510	FINGERPRINTING SERVICES	3,500	2,924	(576)
9511	SECURITY SERVICES - SHERIFF	16,000	15,916	(84)
9512	PAYROLL ENV, DUPLICATE W2'S - AUD	300	150	(150)
9513	PERSONNEL SRVCS - HUMAN RESOURCES	62,000	74,576	12,576
9547	HUMAN RESOURCES CONSULTING	215,000	151,534	(63,466)
9694	BACKGROUND CHECKS	3,000	6,937	3,937
9700	OHS PHYSICALS	1,000	0	(1,000)
9711	REQUEST FOR ACCOMMODATIONS	35,000	18,423	(16,577)
9718	LEAVE CASE MANAGEMENT PROGRAM	47,500	33,250	(14,250)
9721	ORGANIZATIONAL PROGRAMS	200,000	0	(200,000)
	TOTAL	<hr/> 788,300	<hr/> 433,007	<hr/> (355,293)
<b>COMPUTER SERVICES &amp; SUPPORT</b>				
9838	MISC SOFTWARE PACKAGES	50,000	106,644	56,644
	TOTAL	<hr/> 50,000	<hr/> 106,644	<hr/> 56,644
<b>EDUCATIONAL EXPENSES</b>				
9961	MEMBERSHIPS	6,000	5,666	(334)
9962	REGISTRATION FEES	15,000	11,210	(3,790)
9963	EDUCATIONAL MATERIALS	6,000	91	(5,909)
9966	DEPARTMENTAL TRAINING	250,000	77,331	(172,669)
9967	TUITION REIMBURSEMENT PROGRAM	75,000	70,782	(4,218)
9968	MOU TRAINING ALLOCATION	100,000	48,146	(51,854)
9969	MENTORING PROGRAM	35,000	24,000	(11,000)
9970	FORUM	22,000	0	(22,000)
	TOTAL	<hr/> 509,000	<hr/> 237,225	<hr/> (271,775)

**FISCAL YEAR 2023-2024**

**HUMAN RESOURCES**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>MISCELLANEOUS</b>				
9981	RECRUITMENT	\$465,000	\$747,975	\$282,975
9986	MISCELLANEOUS	1,500	1,067	(433)
9989	WEB DAY	5,000	2,979	(2,021)
9991	MANAGEMENT OFFSITE	25,000	9,325	(15,675)
	TOTAL	<u>496,500</u>	<u>761,346</u>	<u>264,846</u>
<b>GRAND TOTAL</b>		<b><u>\$2,339,600</u></b>	<b><u>\$2,079,779</u></b>	<b><u>(\$259,821)</u></b>

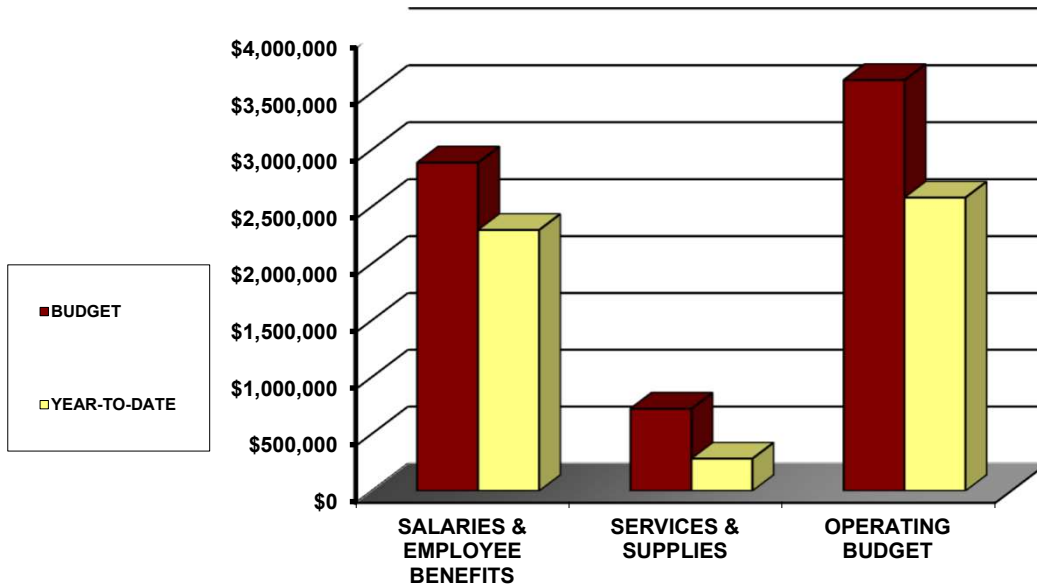
\*All amounts rounded to the nearest dollar.

# INTERNAL AUDIT SERVICES

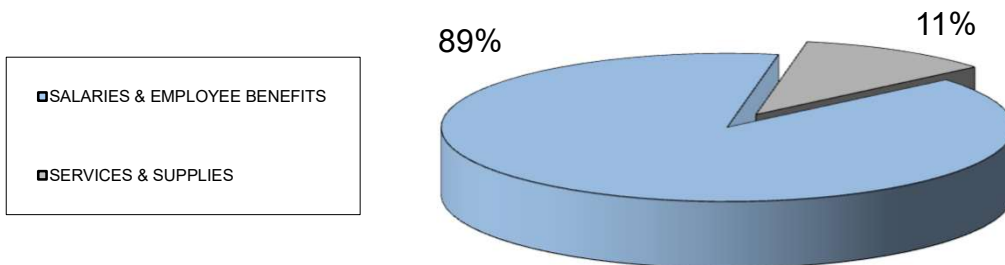
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$2,888,948	\$2,297,082	(\$591,866)
SERVICES & SUPPLIES	\$724,200	\$284,332	(\$439,868)
<b>OPERATING BUDGET</b>	<b>\$3,613,148</b>	<b>\$2,581,414</b>	<b>(\$1,031,734)</b>

Budgeted Positions      11  
Filled Positions         8



### Total Expenditures by Category





**FISCAL YEAR 2023-2024**

**INTERNAL AUDIT SERVICES**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$1,652,147	\$1,356,731	(\$295,416)
AGENCY TEMPORARY	0	0	0
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	5,300	258	(5,042)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	20	20
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	1,500	0	(1,500)
SICKLEAVE BUYBACK	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$1,658,947</b>	<b>\$1,357,009</b>	<b>(\$301,938)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	451,454	321,898	(129,556)
FICA CONTRIBUTION	32,639	21,849	(10,790)
COUNTY SUBSIDY - INSURANCE	114,524	75,440	(39,084)
OPTIONS PLAN	0	0	0
LIFE INSURANCE	143	10	(133)
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	7,207	8,360	1,153
THRIFT PLAN / HORIZONS	64,658	39,444	(25,214)
SAVINGS PLAN	85,963	53,004	(32,959)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	308,833	207,358	(101,475)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$1,065,420</b>	<b>\$727,363</b>	<b>(\$338,057)</b>
<b>OPEB CONTRIBUTION</b>	<b>58,686</b>	<b>61,220</b>	<b>2,534</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>0</b>	<b>58,686</b>	<b>58,686</b>
<b>OTHER BENEFITS</b>	<b>105,895</b>	<b>92,805</b>	<b>(13,090)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$1,230,002</b>	<b>\$940,074</b>	<b>(\$289,928)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$2,888,948</b>	<b>\$2,297,082</b>	<b>(\$591,866)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2023-2024**

**INTERNAL AUDIT SERVICES**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
<b>TRANSPORTATION AND TRAVEL</b>				
9181	TRANSPORTATION	\$2,000	\$1,170	(\$830)
9182	TRAVEL	15,000	10,173	(4,827)
	TOTAL	<u>17,000</u>	<u>11,343</u>	<u>(5,657)</u>
<b>OFFICE SUPPLIES AND EQUIPMENT</b>				
9302	SPECIAL ORDERS/MINOR EQUIP	1,200	216	(984)
	TOTAL	<u>1,200</u>	<u>216</u>	<u>(984)</u>
<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>				
9541	AUDITS	650,000	237,022	(412,978)
9702	AUDIT COMMITTEE CONSULTANT	25,000	12,731	(12,269)
	TOTAL	<u>675,000</u>	<u>249,753</u>	<u>(425,247)</u>
<b>EDUCATIONAL EXPENSES</b>				
9961	MEMBERSHIPS	8,000	7,564	(436)
9962	REGISTRATION FEES	20,000	15,455	(4,545)
9963	EDUCATIONAL MATERIALS	2,500	0	(2,500)
	TOTAL	<u>30,500</u>	<u>23,019</u>	<u>(7,481)</u>
<b>MISCELLANEOUS</b>				
9986	MISCELLANEOUS	500	0	(500)
	TOTAL	<u>500</u>	<u>0</u>	<u>(500)</u>
<b>GRAND TOTAL</b>		<b><u>\$724,200</u></b>	<b><u>\$284,332</u></b>	<b><u>(\$439,868)</u></b>

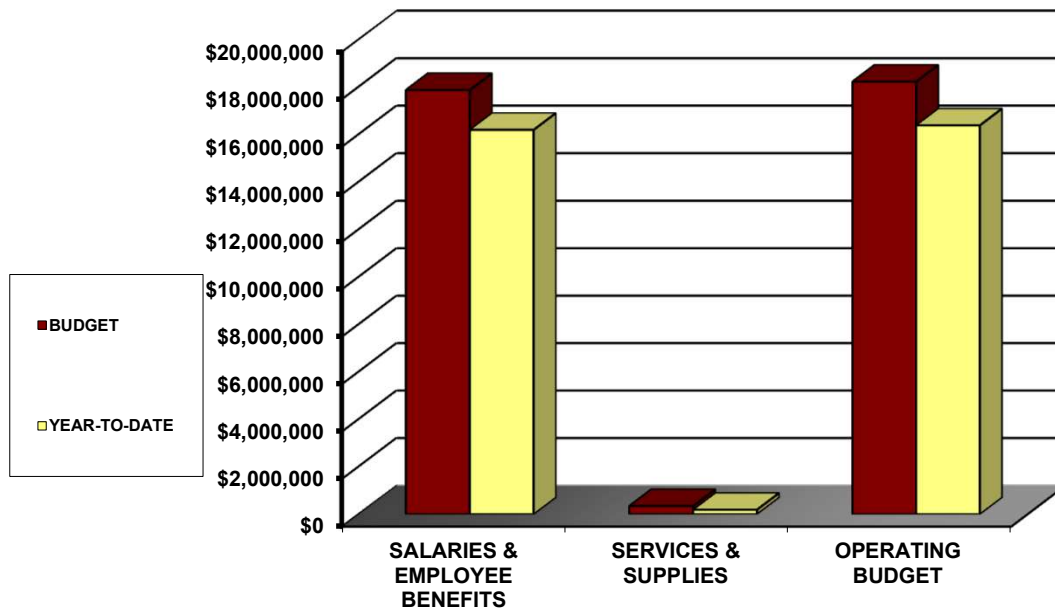
\*All amounts rounded to the nearest dollar.

# INVESTMENT OFFICE

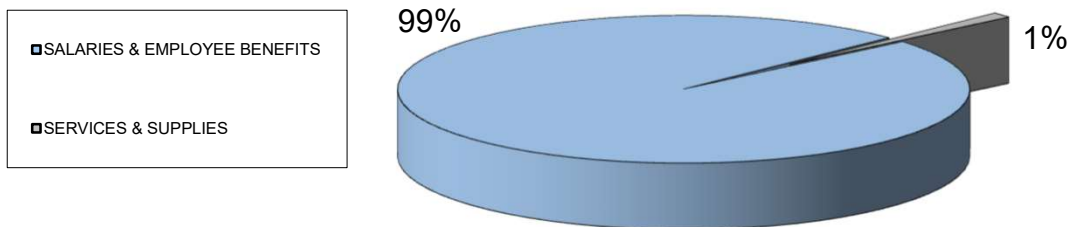
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$17,875,468	\$16,197,333	(\$1,678,135)
SERVICES & SUPPLIES	\$348,500	\$188,742	(\$159,758)
<b>OPERATING BUDGET</b>	<b>\$18,223,968</b>	<b>\$16,386,074</b>	<b>(\$1,837,894)</b>

Budgeted Positions      46  
Filled Positions         37



### Total Expenditures by Category



**FISCAL YEAR 2023-2024**

**INVESTMENT OFFICE**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$10,865,804	\$10,090,167	(\$775,637)
AGENCY TEMPORARY	0	0	0
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	800	24	(776)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	14,400	14,400	0
RIDESHARE ALLOWANCE	5,000	0	(5,000)
SICKLEAVE BUYBACK	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$10,886,004</b>	<b>\$10,104,591</b>	<b>(\$781,413)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	1,849,349	1,745,862	(103,487)
FICA CONTRIBUTION	213,517	164,598	(48,919)
COUNTY SUBSIDY - INSURANCE	795,993	532,812	(263,181)
OPTIONS PLAN	0	0	0
LIFE INSURANCE	0	0	0
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	387,097	292,910	(94,187)
SAVINGS PLAN	386,930	333,465	(53,465)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	2,274,164	1,624,036	(650,128)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$5,907,050</b>	<b>\$4,693,683</b>	<b>(\$1,213,367)</b>
<b>OPEB CONTRIBUTION</b>	<b>385,968</b>	<b>402,733</b>	<b>16,765</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>0</b>	<b>385,967</b>	<b>385,967</b>
<b>OTHER BENEFITS</b>	<b>696,446</b>	<b>610,359</b>	<b>(86,087)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$6,989,464</b>	<b>\$6,092,742</b>	<b>(\$896,722)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$17,875,468</b>	<b>\$16,197,333</b>	<b>(\$1,678,135)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2023-2024**

**INVESTMENT OFFICE**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
		<hr/>	<hr/>	<hr/>
<b>TRANSPORTATION AND TRAVEL</b>				
9181	TRANSPORTATION	\$33,000	\$14,947	(\$18,053)
9182	TRAVEL	186,000	102,971	(83,029)
	TOTAL	<hr/> 219,000	<hr/> 117,918	<hr/> (101,083)
<b>OFFICE SUPPLIES AND EQUIPMENT</b>				
9302	SPECIAL ORDERS/MINOR EQUIP	3,500	433	(3,067)
	TOTAL	<hr/> 3,500	<hr/> 433	<hr/> (3,067)
<b>EDUCATIONAL EXPENSES</b>				
9961	MEMBERSHIPS	85,000	44,230	(40,770)
9962	REGISTRATION FEES	20,000	10,195	(9,805)
9963	EDUCATIONAL MATERIALS	20,000	13,013	(6,987)
	TOTAL	<hr/> 125,000	<hr/> 67,438	<hr/> (57,562)
<b>MISCELLANEOUS</b>				
9986	MISCELLANEOUS	1,000	2,954	1,954
	TOTAL	<hr/> 1,000	<hr/> 2,954	<hr/> 1,954
<b>GRAND TOTAL</b>		<hr/> <b>\$348,500</b>	<hr/> <b>\$188,742</b>	<hr/> <b>(\$159,758)</b>

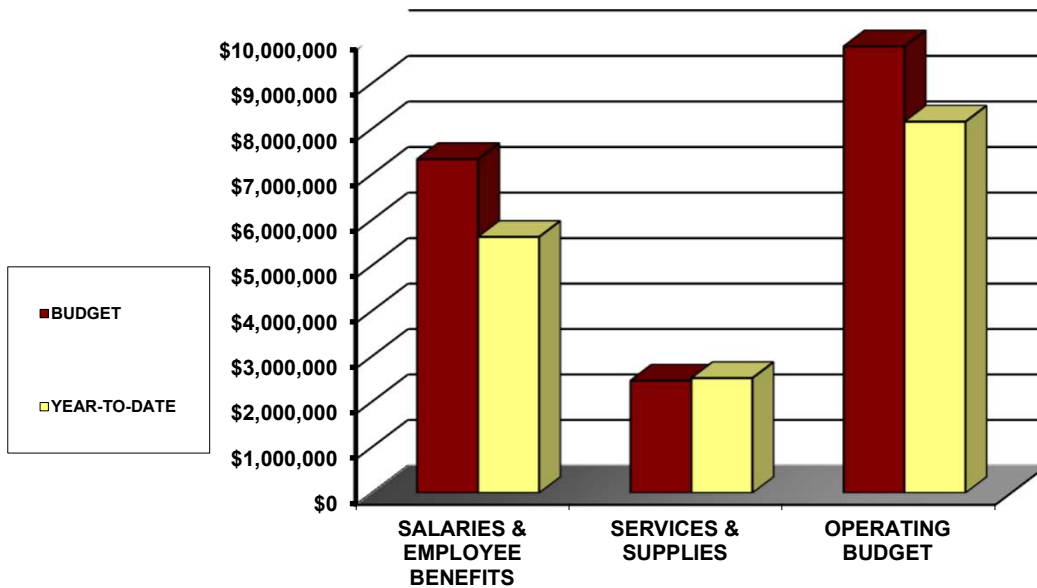
\*All amounts rounded to the nearest dollar.

# LEGAL SERVICES

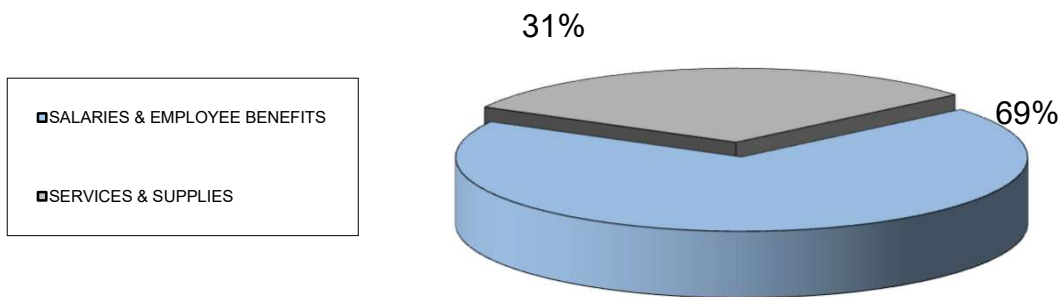
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$7,341,731	\$5,635,624	(\$1,706,107)
SERVICES & SUPPLIES	\$2,473,300	\$2,528,532	\$55,232
<b>OPERATING BUDGET</b>	<b>\$9,815,031</b>	<b>\$8,164,155</b>	<b>(\$1,650,876)</b>

Budgeted Positions 28  
Filled Positions 18



### Total Expenditures by Category



**FISCAL YEAR 2023-2024**

**LEGAL SERVICES**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$4,138,231	\$3,168,027	(\$970,204)
AGENCY TEMPORARY	179,400	180,763	1,363
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	19,900	27,524	7,624
BILINGUAL BONUS	2,400	0	(2,400)
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	2,500	0	(2,500)
SICKLEAVE BUYBACK	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$4,342,431</b>	<b>\$3,376,314</b>	<b>(\$966,117)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	942,955	692,633	(250,322)
FICA CONTRIBUTION	75,861	51,358	(24,503)
COUNTY SUBSIDY - INSURANCE	477,719	278,470	(199,249)
OPTIONS PLAN	0	0	0
LIFE INSURANCE	0	0	0
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	159,252	91,899	(67,353)
SAVINGS PLAN	167,914	107,884	(60,030)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	745,163	480,754	(264,409)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$2,568,864</b>	<b>\$1,702,997</b>	<b>(\$865,867)</b>
<b>OPEB CONTRIBUTION</b>	<b>153,485</b>	<b>160,111</b>	<b>6,626</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>0</b>	<b>153,485</b>	<b>153,485</b>
<b>OTHER BENEFITS</b>	<b>276,951</b>	<b>242,717</b>	<b>(34,234)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$2,999,300</b>	<b>\$2,259,310</b>	<b>(\$739,990)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$7,341,731</b>	<b>\$5,635,624</b>	<b>(\$1,706,107)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2023-2024**

**LEGAL SERVICES**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>AUTO EXPENSES</b>				
9102	AUTO MAINTENANCE/REPAIR	\$2,000	\$58	(\$1,942)
9103	GAS	1,500	1,716	216
9105	LICENSE FEES	400	684	284
	TOTAL	<u>3,900</u>	<u>2,458</u>	<u>(1,442)</u>
<b>TRANSPORTATION AND TRAVEL</b>				
9181	TRANSPORTATION	3,600	2,709	(891)
9182	TRAVEL	18,200	20,978	2,778
	TOTAL	<u>21,800</u>	<u>23,686</u>	<u>1,886</u>
<b>OFFICE SUPPLIES AND EQUIPMENT</b>				
9302	SPECIAL ORDERS/MINOR EQUIP	5,000	1,219	(3,781)
	TOTAL	<u>5,000</u>	<u>1,219</u>	<u>(3,781)</u>
<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>				
9543	LEGISLATIVE CONSULTING	280,000	324,716	44,716
9673	PHOTOCOPIES OF DOCUMENTS	300	455	155
	TOTAL	<u>280,300</u>	<u>325,170</u>	<u>44,870</u>
<b>LEGAL FEES AND SERVICES</b>				
9771	ATTORNEY FEES AWARDS/SETTLEMENTS	40,000	0	(40,000)
9772	OUTSIDE LEGAL COUNSEL	2,000,000	2,048,860	48,860
9777	LITIGATION SUPPORT	10,000	19,850	9,850
	TOTAL	<u>2,050,000</u>	<u>2,068,710</u>	<u>18,710</u>
<b>EDUCATIONAL EXPENSES</b>				
9961	MEMBERSHIPS	18,000	14,465	(3,535)
9962	REGISTRATION FEES	18,000	8,989	(9,012)
9963	EDUCATIONAL MATERIALS	74,000	82,555	8,555
	TOTAL	<u>110,000</u>	<u>106,008</u>	<u>(3,992)</u>
<b>MISCELLANEOUS</b>				
9986	MISCELLANEOUS	2,300	1,280	(1,020)
	TOTAL	<u>2,300</u>	<u>1,280</u>	<u>(1,020)</u>
<b>GRAND TOTAL</b>		<b><u>\$2,473,300</u></b>	<b><u>\$2,528,532</u></b>	<b><u>\$55,232</u></b>

\*All amounts rounded to the nearest dollar.

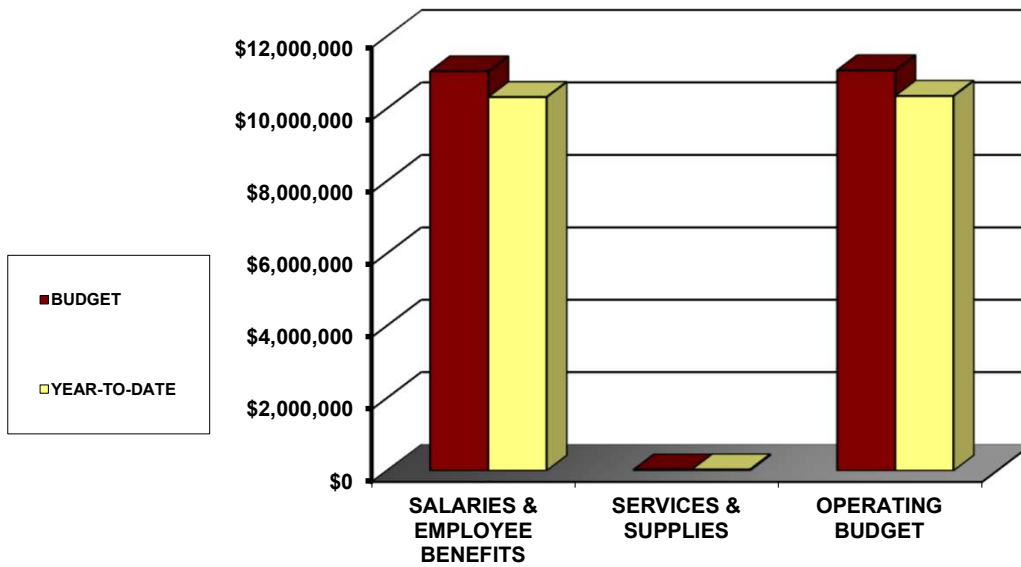


# MEMBER SERVICES

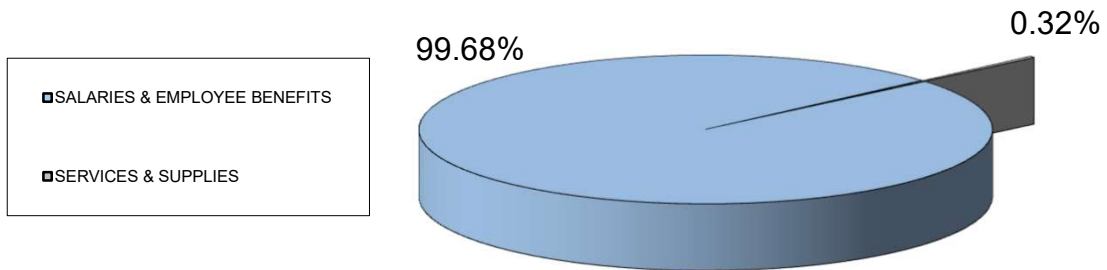
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$11,034,098	\$10,323,987	(\$710,111)
SERVICES & SUPPLIES	\$29,200	\$33,569	\$4,369
<b>OPERATING BUDGET</b>	<b>\$11,063,298</b>	<b>\$10,357,556</b>	<b>(\$705,742)</b>

Budgeted Positions 79  
Filled Positions 79



### Total Expenditures by Category



**FISCAL YEAR 2023-2024**

**MEMBER SERVICES**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$6,158,776	\$5,960,835	(\$197,941)
AGENCY TEMPORARY	72,600	57,563	(15,037)
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	214,200	381,613	167,413
BILINGUAL BONUS	16,800	9,600	(7,200)
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	10,000	0	(10,000)
SICKLEAVE BUYBACK	15,000	20,749	5,749
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$6,487,376</b>	<b>\$6,430,360</b>	<b>(\$57,016)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	1,651,806	1,300,392	(351,414)
FICA CONTRIBUTION	120,670	97,337	(23,333)
COUNTY SUBSIDY - INSURANCE	183,369	73,466	(109,903)
OPTIONS PLAN	1,069,970	1,198,974	129,004
LIFE INSURANCE	5,532	6,093	561
HEALTH INSURANCE TEMPS	392,735	98,875	(293,860)
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	270,510	199,894	(70,616)
SAVINGS PLAN	36,920	16,173	(20,747)
PENSION SAVINGS PLAN	30,120	11,115	(19,005)
MEGAFLEX	164,342	82,822	(81,520)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$3,925,974</b>	<b>\$3,085,142</b>	<b>(\$840,832)</b>
<b>OPEB CONTRIBUTION</b>	<b>221,347</b>	<b>230,902</b>	<b>9,555</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>0</b>	<b>221,347</b>	<b>221,347</b>
<b>OTHER BENEFITS</b>	<b>399,401</b>	<b>356,236</b>	<b>(43,165)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$4,546,722</b>	<b>\$3,893,627</b>	<b>(\$653,095)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$11,034,098</b>	<b>\$10,323,987</b>	<b>(\$710,111)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2023-2024**

**MEMBER SERVICES**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>				
9181	TRANSPORTATION	\$4,300	\$3,399	(\$901)
9182	TRAVEL	7,200	13,144	5,944
	TOTAL	<u>11,500</u>	<u>16,543</u>	<u>5,043</u>
<b>OFFICE SUPPLIES AND EQUIPMENT</b>				
9302	SPECIAL ORDERS/MINOR EQUIP	4,000	5,059	1,059
	TOTAL	<u>4,000</u>	<u>5,059</u>	<u>1,059</u>
<b>EDUCATIONAL EXPENSES</b>				
9961	MEMBERSHIPS	1,000	0	(1,000)
9962	REGISTRATION FEES	10,000	9,402	(598)
9963	EDUCATIONAL MATERIALS	200	0	(200)
	TOTAL	<u>11,200</u>	<u>9,402</u>	<u>(1,798)</u>
<b>MISCELLANEOUS</b>				
9986	MISCELLANEOUS	1,500	1,316	(184)
9992	FACILITIES RENTAL	1,000	1,250	250
	TOTAL	<u>2,500</u>	<u>2,566</u>	<u>66</u>
<b>GRAND TOTAL</b>		<b><u>\$29,200</u></b>	<b><u>\$33,569</u></b>	<b><u>\$4,369</u></b>

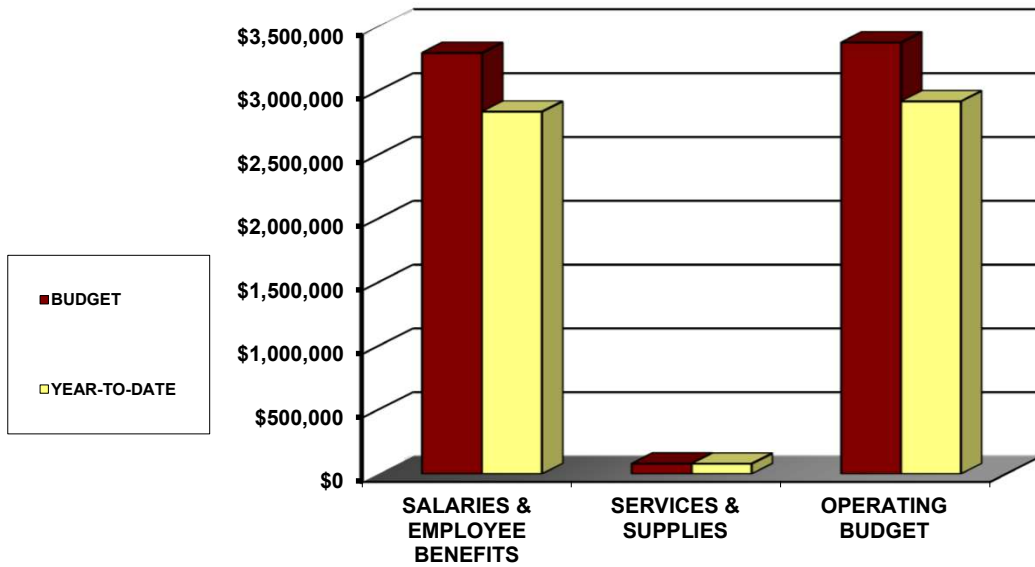
\*All amounts rounded to the nearest dollar.

# QUALITY ASSURANCE

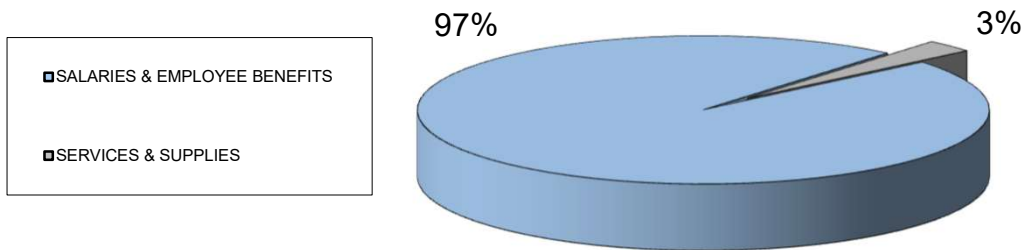
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$3,301,233	\$2,841,021	(\$460,212)
SERVICES & SUPPLIES	\$82,100	\$80,665	(\$1,435)
<b>OPERATING BUDGET</b>	<b>\$3,383,333</b>	<b>\$2,921,687</b>	<b>(\$461,646)</b>

Budgeted Positions      19  
Filled Positions         14



### Total Expenditures by Category



FISCAL YEAR 2023-2024

QUALITY ASSURANCE

SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
 BASED ON EXPENDITURES AS OF JUNE 30, 2024

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$1,885,279	\$1,660,777	(\$224,502)
AGENCY TEMPORARY	0	0	0
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	11,500	2,031	(9,469)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	2,200	0	(2,200)
SICKLEAVE BUYBACK	1,000	0	(1,000)
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$1,899,979</b>	<b>\$1,662,808</b>	<b>(\$237,171)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	525,245	402,128	(123,117)
FICA CONTRIBUTION	33,897	26,778	(7,119)
COUNTY SUBSIDY - INSURANCE	129,156	113,139	(16,017)
OPTIONS PLAN	27,420	12,541	(14,879)
LIFE INSURANCE	226	140	(86)
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	69,668	54,880	(14,788)
SAVINGS PLAN	77,906	57,985	(19,921)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	349,931	267,895	(82,036)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$1,213,449</b>	<b>\$935,487</b>	<b>(\$277,962)</b>
<b>OPEB CONTRIBUTION</b>	<b>66,968</b>	<b>69,858</b>	<b>2,890</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>0</b>	<b>66,968</b>	<b>66,968</b>
<b>OTHER BENEFITS</b>	<b>120,837</b>	<b>105,901</b>	<b>(14,936)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$1,401,254</b>	<b>\$1,178,214</b>	<b>(\$223,040)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$3,301,233</b>	<b>\$2,841,021</b>	<b>(\$460,212)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2023-2024**

**QUALITY ASSURANCE**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
		<hr/>	<hr/>	<hr/>
<b>TRANSPORTATION AND TRAVEL</b>				
9181	TRANSPORTATION	\$1,200	\$520	(\$680)
9182	TRAVEL	8,400	7,027	(1,373)
	TOTAL	<hr/> 9,600	<hr/> 7,547	<hr/> (2,053)
<b>OFFICE SUPPLIES AND EQUIPMENT</b>				
9302	SPECIAL ORDERS/MINOR EQUIP	1,000	606	(394)
	TOTAL	<hr/> 1,000	<hr/> 606	<hr/> (394)
<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>				
9715	COST EFFECTIVE MANAGEMENT (CEM)	55,000	55,000	0
	TOTAL	<hr/> 55,000	<hr/> 55,000	<hr/> 0
<b>EDUCATIONAL EXPENSES</b>				
9961	MEMBERSHIPS	6,000	4,233	(1,767)
9962	REGISTRATION FEES	10,000	10,830	830
9963	EDUCATIONAL MATERIALS	300	2,449	2,149
	TOTAL	<hr/> 16,300	<hr/> 17,512	<hr/> 1,212
<b>MISCELLANEOUS</b>				
9986	MISCELLANEOUS	200	0	(200)
	TOTAL	<hr/> 200	<hr/> 0	<hr/> (200)
<b>GRAND TOTAL</b>		<hr/> <b>\$82,100</b>	<hr/> <b>\$80,665</b>	<hr/> <b>(\$1,435)</b>

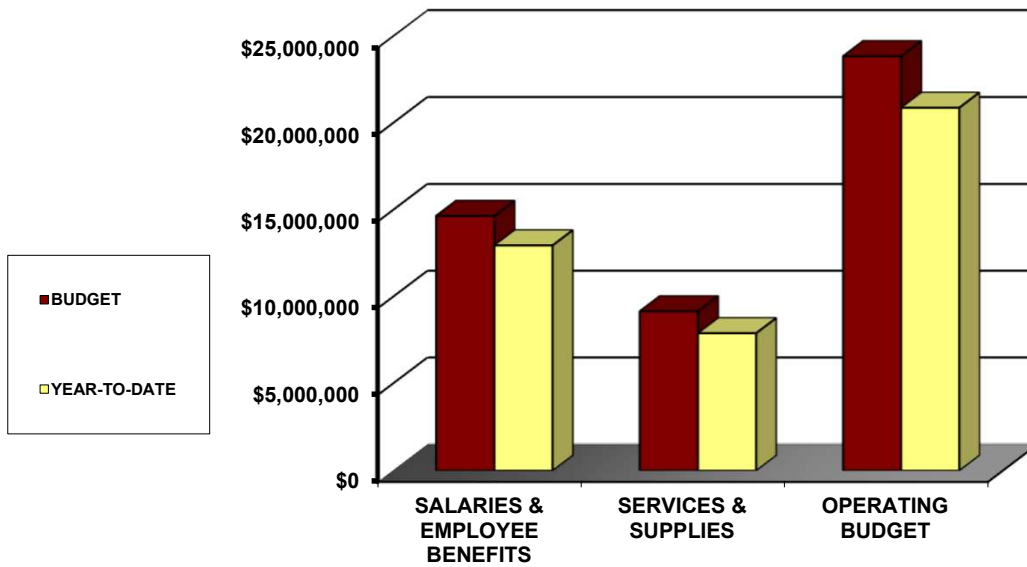
\*All amounts rounded to the nearest dollar.

# SYSTEMS DIVISION

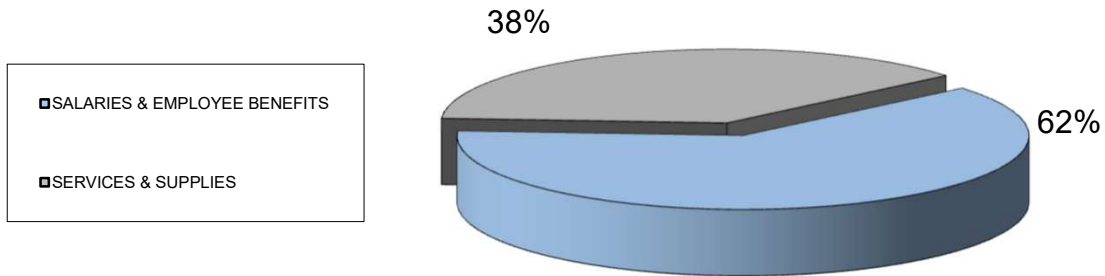
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$14,681,724	\$12,983,551	(\$1,698,173)
SERVICES & SUPPLIES	\$9,187,800	\$7,920,921	(\$1,266,879)
<b>OPERATING BUDGET</b>	<b>\$23,869,524</b>	<b>\$20,904,472</b>	<b>(\$2,965,052)</b>

Budgeted Positions      62  
Filled Positions         43



### Total Expenditures by Category



**FISCAL YEAR 2023-2024**

**SYSTEMS DIVISION**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$6,950,188	\$5,585,449	(\$1,364,739)
AGENCY TEMPORARY	2,881,700	3,285,956	404,256
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	229,200	226,414	(2,786)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	7,200	7,200
RIDESHARE ALLOWANCE	8,900	80	(8,820)
SICKLEAVE BUYBACK	12,000	20,320	8,320
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$10,081,988</b>	<b>\$9,125,418</b>	<b>(\$956,570)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	1,563,070	1,294,903	(268,167)
FICA CONTRIBUTION	125,607	92,112	(33,495)
COUNTY SUBSIDY - INSURANCE	405,824	257,364	(148,460)
OPTIONS PLAN	368,626	430,593	61,967
LIFE INSURANCE	2,429	3,041	612
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	304,585	193,168	(111,417)
SAVINGS PLAN	207,307	122,387	(84,920)
PENSION SAVINGS PLAN	1,753	0	(1,753)
MEGAFLEX	928,181	568,610	(359,571)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$3,907,382</b>	<b>\$2,962,179</b>	<b>(\$945,203)</b>
<b>OPEB CONTRIBUTION</b>	<b>246,880</b>	<b>257,537</b>	<b>10,657</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>0</b>	<b>246,880</b>	<b>246,880</b>
<b>OTHER BENEFITS</b>	<b>445,474</b>	<b>391,537</b>	<b>(53,937)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$4,599,736</b>	<b>\$3,858,133</b>	<b>(\$741,603)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$14,681,724</b>	<b>\$12,983,551</b>	<b>(\$1,698,173)</b>

\*All amounts rounded to the nearest dollar.



**FISCAL YEAR 2023-2024**

**SYSTEMS DIVISION**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>COMMUNICATIONS</b>			
9121 MOBILE DEVICES SERVICE & EQUIPMENT	\$160,000	\$147,787	(\$12,213)
9124 ENTERPRISE INTERNET CONNECTION	165,000	82,576	(82,424)
9125 TELEPHONE CONNECTION	150,000	111,106	(38,894)
9133 TELEPHONE SYSTEM SUPPLIES & MODIFICATIO	15,000	8,852	(6,148)
9135 TELEPHONE SYSTEM MAINTENANCE	80,000	3,845	(76,155)
TOTAL	<u>570,000</u>	<u>354,166</u>	<u>(215,834)</u>
<b>TRANSPORTATION AND TRAVEL</b>			
9181 TRANSPORTATION	2,000	4,005	2,005
9182 TRAVEL	39,600	29,142	(10,458)
TOTAL	<u>41,600</u>	<u>33,147</u>	<u>(8,453)</u>
<b>POSTAGE</b>			
9208 MONTHLY RETIREE CHECK MAILING	450,000	525,211	75,211
TOTAL	<u>450,000</u>	<u>525,211</u>	<u>75,211</u>
<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302 SPECIAL ORDERS/MINOR EQUIP	15,000	15,830	830
9332 COMPUTER MONITORS	30,000	37,617	7,617
9336 COMPUTER PRINTER	10,000	11,061	1,061
9344 COMPUTER ACCESSORIES	13,000	13,199	199
9345 COMPUTER PERIPHERALS	30,000	31,410	1,410
9347 STORAGE MEDIA	5,000	0	(5,000)
9348 BOARD MEMBER TECH SUPPORT	25,000	26,512	1,512
9353 DIVISIONAL IT SUPPLIES/EQUIPMENT	455,000	522,214	67,214
9354 REMOTE WORKFORCE EQUIPMENT	180,000	66,694	(113,306)
TOTAL	<u>763,000</u>	<u>724,536</u>	<u>(38,464)</u>
<b>EQUIPMENT MAINTENANCE</b>			
9411 AUDIOVISUAL MAINTENANCE	40,000	38,606	(1,394)
9412 KEY CARD SECURITY SYSTEM (DAS)	125,000	50,547	(74,453)
9414 LAN HARDWARE MAINTENANCE	75,000	62,066	(12,934)
9419 ON-SITE PRINTER MAINTENANCE	20,000	0	(20,000)
9424 EQUIP MAINT - UPS - SERVER ROOM	170,000	163,671	(6,329)
9436 EQUIP MAINT - AIR CONDITIONING	30,000	40,187	10,187
9438 AUDIOVISUAL ENHANCEMENTS	250,000	87,751	(162,249)
9439 SURVEILLANCE SYSTEM	5,000	0	(5,000)
9442 FIRE SUPPRESSION SYSTEM	5,000	0	(5,000)
9443 GENERATOR SYSTEM	10,000	33,892	23,892
TOTAL	<u>730,000</u>	<u>476,720</u>	<u>(253,280)</u>

**FISCAL YEAR 2023-2024**

**SYSTEMS DIVISION**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>			
9502 EDP CHARGES - ISD	\$300,000	\$150,878	(\$149,122)
9509 AUDITOR CONTROLLER - PAYROLL SERVICES	110,000	0	(110,000)
9550 ADVANCED WORKFLOW CONCEPTS	140,000	126,029	(13,971)
9574 KNOWLEDGE & DOC MGMT PROJECTS	100,000	74,482	(25,518)
9680 IRON MOUNTAIN MEDIA STORAGE	30,000	31,413	1,413
9681 RETIREE PAYROLL PRINTING	180,000	193,683	13,683
9692 HOTSITE SERVICES	20,000	23,265	3,265
9717 CLOUD MIGRATION	300,000	271,584	(28,416)
9722 MAINFRAME SERVICES	160,000	160,563	563
TOTAL	<u>1,340,000</u>	<u>1,031,897</u>	<u>(308,103)</u>
<b>COMPUTER SERVICES &amp; SUPPORT</b>			
9831 LAN SOFTWARE & LIC - NEW	1,565,000	1,524,541	(40,459)
9832 LAN SOFTWARE & LIC - EXISTING	1,954,600	2,003,922	49,322
9833 MAINFRAME SOFTWARE & LIC - EXISTING	1,100,000	1,023,004	(76,996)
9843 LAN NETWORK HARDWARE - NEW	50,000	43,650	(6,350)
9879 CO-LOCATION	180,000	87,051	(92,949)
9882 BOARDROOM OPERATION MGMT SYSTEMS (I & I	100,000	52,083	(47,917)
9923 PUBLIC BROADCAST AND/OR STREAMING	30,000	0	(30,000)
9930 TELEPHONE SYSTEM UPDATES	250,000	0	(250,000)
9933 DIVISIONAL SOFTWARE - EXISTING	0	4,377	4,377
TOTAL	<u>5,229,600</u>	<u>4,738,628</u>	<u>(490,972)</u>
<b>EDUCATIONAL EXPENSES</b>			
9961 MEMBERSHIPS	1,500	1,950	450
9962 REGISTRATION FEES	56,600	30,264	(26,336)
9963 EDUCATIONAL MATERIALS	5,000	3,425	(1,575)
TOTAL	<u>63,100</u>	<u>35,639</u>	<u>(27,461)</u>
<b>MISCELLANEOUS</b>			
9986 MISCELLANEOUS	500	977	477
TOTAL	<u>500</u>	<u>977</u>	<u>477</u>
<b>GRAND TOTAL</b>	<b><u>\$9,187,800</u></b>	<b><u>\$7,920,921</u></b>	<b><u>(\$1,266,879)</u></b>

\*All amounts rounded to the nearest dollar.

# APPENDIX B

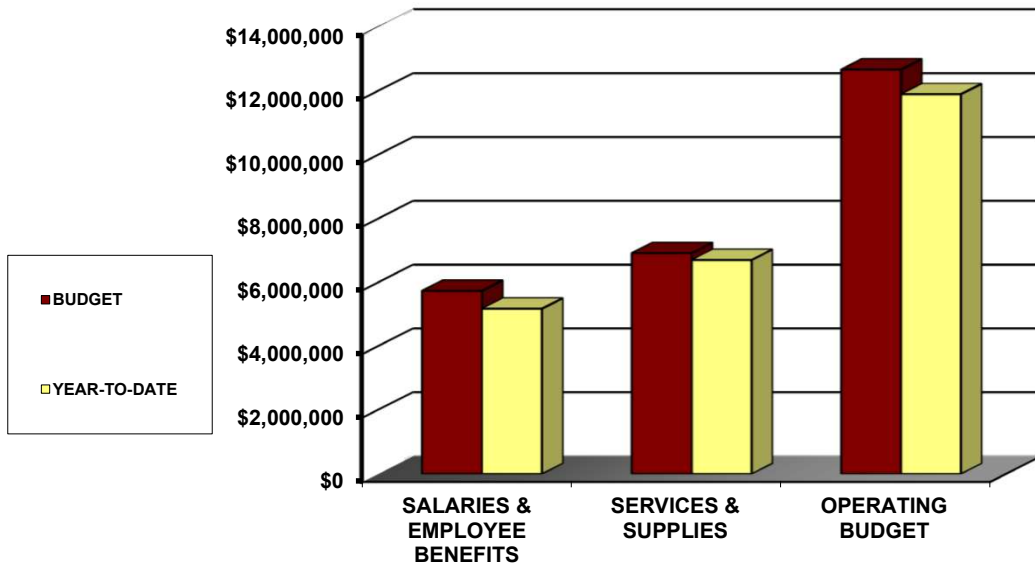
**FISCAL YEAR 2023-2024  
RETIREE HEALTHCARE BENEFITS PROGRAM  
BUDGET CONTROL REPORT  
BASED ON EXPENDITURES AS OF  
JUNE 30, 2024**

# RETIREE HEALTHCARE BENEFITS PROGRAM

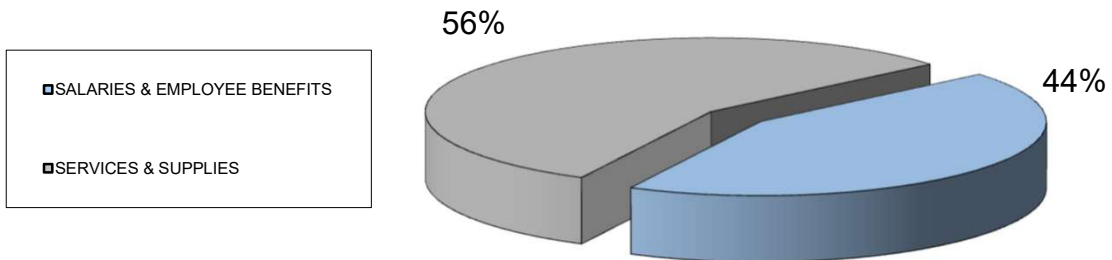
## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$5,752,105	\$5,190,613	(\$561,492)
SERVICES & SUPPLIES	\$6,933,333	\$6,719,813	(\$213,520)
<b>OPERATING BUDGET</b>	<b>\$12,685,438</b>	<b>\$11,910,426</b>	<b>(\$775,012)</b>

Budgeted Positions      37  
Filled Positions         35



### Total Expenditures by Category



**FISCAL YEAR 2023-2024**

**RETIREE HEALTH CARE BENEFITS PROGRAM**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$3,216,641	\$3,164,281	(\$52,360)
AGENCY TEMPORARY	165,200	120,457	(44,743)
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	134,900	64,679	(70,221)
BILINGUAL BONUS	4,800	3,600	(1,200)
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	3,600	0	(3,600)
SICKLEAVE BUYBACK	10,000	10,219	219
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$3,535,141</b>	<b>\$3,363,235</b>	<b>(\$171,906)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	887,973	665,541	(222,432)
FICA CONTRIBUTION	59,853	43,128	(16,725)
COUNTY SUBSIDY - INSURANCE	66,649	38,581	(28,068)
OPTIONS PLAN	518,505	512,008	(6,497)
LIFE INSURANCE	2,425	3,102	677
HEALTH INSURANCE TEMPS	182,608	83,765	(98,843)
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	138,369	88,285	(50,084)
SAVINGS PLAN	42,576	25,197	(17,379)
PENSION SAVINGS PLAN	20,179	8,412	(11,767)
MEGAFLEX	178,836	116,344	(62,492)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$2,097,973</b>	<b>\$1,584,363</b>	<b>(\$513,610)</b>
<b>OPEB CONTRIBUTION</b>	<b>118,991</b>	<b>124,024</b>	<b>5,033</b>
<b>OPEB CONTRIBUTION (BUDGET SURPLUS)</b>	<b>0</b>	<b>118,991</b>	<b>118,991</b>
<b>OTHER BENEFITS</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$2,216,964</b>	<b>\$1,827,378</b>	<b>(\$389,586)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$5,752,105</b>	<b>\$5,190,613</b>	<b>(\$561,492)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2023-2024**

**RETIREE HEALTH CARE BENEFITS PROGRAM**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2024**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>				
9181	TRANSPORTATION	\$1,500	\$2,705	\$1,205
9182	TRAVEL	23,200	42,842	19,642
	TOTAL	<u>24,700</u>	<u>45,547</u>	<u>20,847</u>
<b>POSTAGE</b>				
9212	SPECIAL RETIREE MAILINGS	300,000	325,450	25,450
	TOTAL	<u>300,000</u>	<u>325,450</u>	<u>25,450</u>
<b>OFFICE SUPPLIES AND EQUIPMENT</b>				
9302	SPECIAL ORDERS/MINOR EQUIP	5,000	1,256	(3,744)
	TOTAL	<u>5,000</u>	<u>1,256</u>	<u>(3,744)</u>
<b>OPERATIONAL COSTS</b>				
9482	RENT	211,200	211,186	(14)
9483	DEPARTMENTAL OVERHEAD	4,795,333	4,512,273	(283,060)
	TOTAL	<u>5,006,533</u>	<u>4,723,459</u>	<u>(283,074)</u>
<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>				
9541	AUDITS	348,000	180,155	(167,845)
9545	HEALTH CARE CONSULTING	750,000	741,600	(8,400)
9573	OPEB VALUATION	458,500	655,405	196,905
	TOTAL	<u>1,556,500</u>	<u>1,577,160</u>	<u>20,660</u>
<b>BANK SERVICES</b>				
9753	BANK CHARGES - STATE STREET	21,500	18,248	(3,252)
	TOTAL	<u>21,500</u>	<u>18,248</u>	<u>(3,252)</u>
<b>LEGAL FEES AND SERVICES</b>				
9772	OUTSIDE LEGAL COUNSEL	0	12,632	12,632
	TOTAL	<u>0</u>	<u>12,632</u>	<u>12,632</u>
<b>EDUCATIONAL EXPENSES</b>				
9961	MEMBERSHIPS	3,500	1,745	(1,755)
9962	REGISTRATION FEES	15,000	14,091	(909)
9963	EDUCATIONAL MATERIALS	300	0	(300)
	TOTAL	<u>18,800</u>	<u>15,836</u>	<u>(2,964)</u>
<b>MISCELLANEOUS</b>				
9986	MISCELLANEOUS	300	224	(76)
	TOTAL	<u>300</u>	<u>224</u>	<u>(76)</u>
<b>GRAND TOTAL</b>		<b><u>\$6,933,333</u></b>	<b><u>\$6,719,813</u></b>	<b><u>(\$213,520)</u></b>

\*All amounts rounded to the nearest dollar.

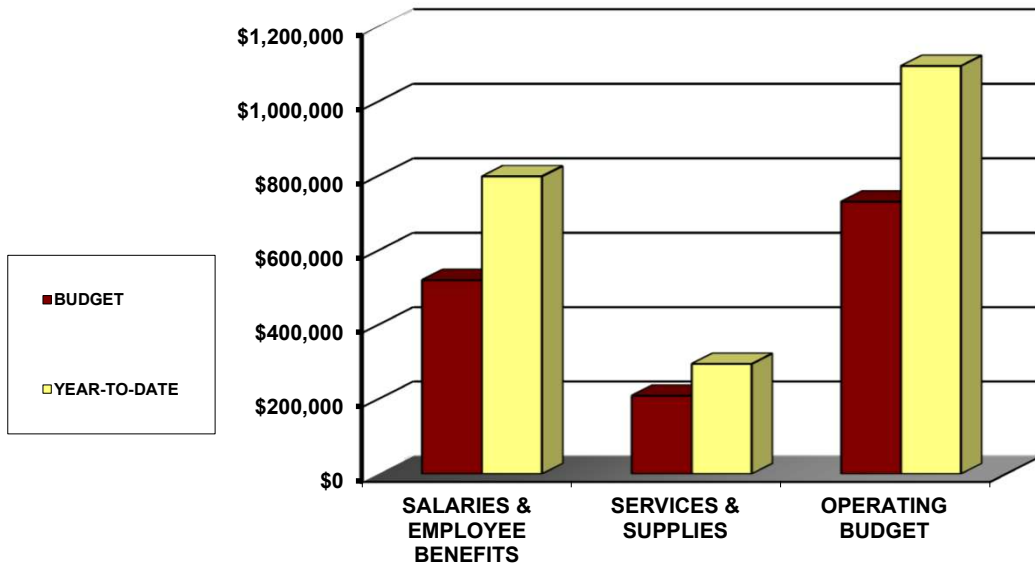
# APPENDIX C

**FISCAL YEAR 2023-2024  
OTHER POST-EMPLOYMENT BENEFITS (OPEB) TRUST  
BUDGET CONTROL REPORT  
BASED ON EXPENDITURES AS OF  
JUNE 30, 2024**

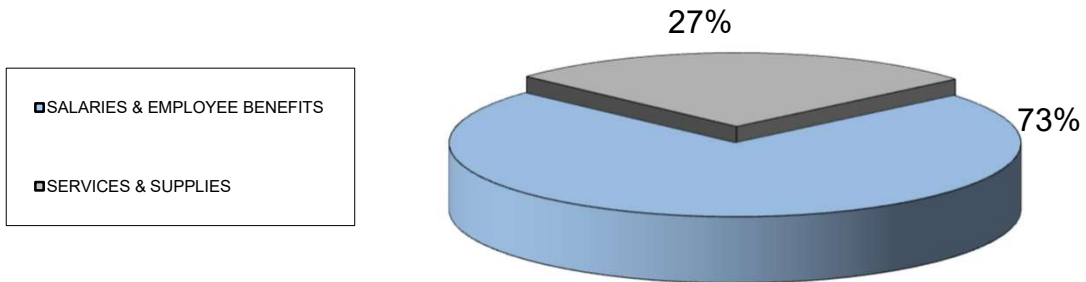
# OTHER POST-EMPLOYMENT BENEFITS TRUST

## BUDGET CONTROL REPORT - FISCAL YEAR 2023-2024 BASED ON EXPENDITURES AS OF JUNE 30, 2024

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$521,881	\$800,449	\$278,568
SERVICES & SUPPLIES	\$210,788	\$296,254	\$85,466
<b>OPERATING BUDGET</b>	<b>\$732,669</b>	<b>\$1,096,703</b>	<b>\$364,034</b>



**Total Expenditures by Category**





**FOR INFORMATION ONLY**

October 23, 2024

TO: Trustees,  
Board of Investments

FROM: Ted Granger   
Chief Financial Officer

FOR: November 13, 2024 – Board of Investments Meeting

SUBJECT: **Semi-Annual Interest Crediting for Reserves as of June 30, 2024 (AUDITED)**

Pursuant to the County Employees Retirement Law of 1937, California Government Code Section 31591, regular interest shall be credited semi-annually on June 30 and December 31 to all eligible member contributions in the retirement fund, which have been on deposit six months immediately prior to such date at an interest rate determined by the Board.

The Retirement Benefit Funding Policy in effect on June 30, 2024 requires that LACERA conduct an experience and assumption study every three years and perform annual valuations of the retirement benefits plan. Milliman, LACERA's consulting actuary, prepares the valuation to apply the existing actuarial assumptions and methods, and calculates the employer and employee contribution rates for the beginning of the upcoming fiscal year.

**Interest Credit Application for Fiscal Year 2023-2024**Rate

Plan sponsors and LACERA must prepare for annual changes to employer and employee contribution rates and interest crediting rates, so the actuarial valuation from one year prior establishes the interest crediting target rate effective July 1 of a given fiscal year.

The annual investment return assumption of 7.00% was adopted by the Board based upon the most recent experience study performed as of June 30, 2022, and used to prepare subsequent annual actuarial valuation reports, which determines that 3.50% (i.e., 1/2 of the annual rate) is the semi-annual interest crediting rate applicable on June 30, 2024.

Realized Earnings

The Retirement Benefit Funding Policy stipulates that interest credits are allocated to Reserve accounts in the same priority order as the allocation of actuarial assets, to the extent there are Realized Earnings available in the prior six-month period to perform such an allocation. The interest crediting application to Reserve accounts stops once all Realized Earnings have been allocated.

As of June 30, 2024, there were sufficient Realized Earnings to meet the required interest credit rates for Priority 1, the Member Reserve. In as much as there were no balances in the Advanced Employer Contributions Reserve, the remaining Realized Earnings were applied to Priority 3, the Employer Reserve.

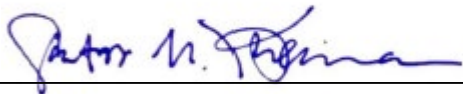
The table below depicts the actual interest credit allocations for the six-month period ended June 30, 2024.

<b>Priority Order</b>	<b>Reserve Account</b>	<b>Interest Credit Rate Applied</b>
1	Member	3.50%
2	Advanced Employer Contributions	N/A
3	Employer	3.12%

**Next Cycle**

At the October 2024 Board of Investment meeting, the Board adopted a revised Actuarial Funding Policy and a separate Interest Crediting Policy effective for the fiscal year beginning July 1, 2024. The first interest crediting cycle under the new Interest Crediting Policy will be for December 31, 2024.

**REVIEWED AND APPROVED:**



Santos H. Kreimann  
Chief Executive Officer

SHK:tg:mh

c: Board of Retirement, LACERA  
Fesia Davenport, CEO, Los Angeles County

**FOR INFORMATION ONLY**

November 5, 2024

TO: Trustees,  
Board of Investments

FROM: Christine Roseland *CR*  
Senior Staff Counsel

FOR: November 2024 Board of Investments Meeting

SUBJECT: **Legal Projects**

Attached is the monthly report on the status of Board-directed investment-related projects handled by the Legal Division as of November 5, 2024.

Attachment

c: Santos H. Kreimann  
Luis A. Lugo  
Jonathan Grabel  
Esmeralda Del Bosque  
Vache Mahseredjian  
Jude Perez  
Jim Rice  
Christopher Wagner  
Scott Zdrazil  
Steven Rice  
John Harrington  
Michael Brogan  
Avi Herescu  
Susan Wang  
Lisa Garcia



**LACERA Legal Division**  
**Board of Investments Projects**  
**Monthly Status Report - Pending as of November 5, 2024\***




	Project/ Investment	Description	Amount	Board Approval Or Report Out Date	Completion Status	% Complete	Notes
CREDIT & HEDGE FUNDS	Albourne America LLC	First Amendment to Investment Consulting Services Agreement	\$4,987,500	June 12, 2024	Completed	100%	Completed.
	InfraVia European Fund VI SCSp	Subscription	\$220,000,000	October 9, 2024	Completed	100%	Completed.
REAL ASSETS	Green Oak SCSp	Co-Investment	\$110,000,000	October 9, 2024	Completed	100%	Completed.
PORTFOLIO ANALYTICS	State Street Bank and Trust Co.	Global Custody and Commercial Banking Services Agreement for LACERA's Pension Plan and OPEB Master Trust	\$72,000,000,000	August 10, 2022	In Progress	95%	Legal negotiations in process.
	Mill Point Capital Partners III, L.P.	Subscription	\$150,000,000	October 9, 2024	Completed	100%	Completed.
PRIVATE EQUITY	SEP Diamond Fund, L.P.	Secondary Commitment	\$120,000,000	October 9, 2024	Completed	100%	Completed.
	Summit Partners	Co-Investment	\$95,000,000	October 9, 2022	Completed	100%	Completed.

\*= This list does not include Real Estate separate account transactions, consents and amendments and other investment related legal work that arise during the life of an investment unless it is a BOI approved item or is otherwise reported out.

**FOR INFORMATION ONLY**

October 21, 2024

TO: Each Trustee  
Board of Retirement  
Board of Investments

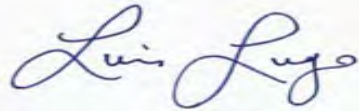
FROM: Barry W. Lew   
Legislative Affairs Officer

FOR: November 6, 2024 Board of Retirement Meeting  
November 13, 2024 Board of Investments Meeting

SUBJECT: **Monthly Status Report on Legislation**

Attached is the monthly report on the status of legislation that staff is monitoring. Bills from 2023 that were enacted or are dead are no longer being monitored. Bills on which LACERA has adopted a position are highlighted in yellow.

**Reviewed and Approved:**



---

**Luis Lugo, Deputy Chief Executive Officer**

**Attachments**

LACERA Legislative Report Index  
LACERA Legislative Report

cc: Santos H. Kreimann  
Luis Lugo  
JJ Popowich  
Laura Guglielmo  
Steven P. Rice  
Jon Gabel  
Scott Zdrazil  
Anthony Roda, Williams & Jensen  
Naomi Padron, MKP Government Relations

CATEGORY	BILL	AUTHOR	TITLE	BOR POSITION	PAGE
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BROWN_ACT	AB 817	Blanca Pacheco (D).....	Open Meetings: Teleconferencing: Subsidiary Body.....		2
BROWN_ACT	AB 2302	Dawn Addis (D).....	Open Meetings: Local Agencies: Teleconferences.....		9
BROWN_ACT	AB 2350	Josh Hoover (R).....	Open Meetings: School Boards: Emergencies: Notification.....		11
BROWN_ACT	AB 2715	Tasha Boerner (D).....	Ralph M. Brown Act: Closed Sessions.....		20
BROWN_ACT	SB 537	Josh Becker (D).....	City or County of Los Angeles: Memorial.....		24
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PUBLIC_EMPLOYMENT	AB 2335	Tina McKinnor (D).....	Public Employment: Compensation and Classification.....		10
PUBLIC_EMPLOYMENT	AB 2421	Evan Low (D).....	Employer-Employee Relations: Confidential Communication.....		13
PUBLIC_EMPLOYMENT	AB 2455	Jesse Gabriel (D).....	Whistleblower Protection: State and Local Government.....		14
PUBLIC_EMPLOYMENT	AB 2489	Christopher Ward (D).....	Local Agencies: Contracts for Special Services.....		16
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PUBLIC_EMPLOYMENT	AB 2561	Tina McKinnor (D).....	Local Public Employees: Vacant Positions.....		18
PUBLIC_EMPLOYMENT	SB 1379	Bill Dodd (D).....	Public Employees' Retirement Law: Reinstatement.....		29
PUBLIC_INVESTMENT	SB 252	Lena A. Gonzalez (D).....	Public Retirement Systems: Fossil Fuels: Divestment.....		23
PUBLIC_RECORDS_ACT	AB 2153	Josh Lowenthal (D).....	California Public Records Act: Public Agency Employees.....		5
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PUBLIC_RECORDS_ACT	SB 1441	Ben Allen (D).....	Examination of Petitions: Time Limitations.....		30
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PUBLIC_RETIREMENT	AB 1246	Stephanie Nguyen (D).....	Public Employees' Retirement.....		3
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1.

## California Assembly Bill 148 (2023-2024)

CAA 148 | Budget | Failed - Adjourned | Fiscal Committee (Yes) | Urgency Clause (No) |  
Senate Budget & Fiscal Review Committee

### State Employment: State Bargaining Units: Agreements

Provides that existing law provides that a provision of a memorandum of understanding reached between the State employer and a recognized employee organization representing State civil service employees that requires the expenditure of funds does not become effective unless approved by the Legislature in the annual Budget Act. Approves provisions of agreements entered into by the State employer and State Bargaining Units 1, 3, 4, 5, 11, 12, 13, 14, 15, 17, 19, 20, and 21. Appropriates funds.

#### Code:

An act ~~relating to the Budget Act of 2023.~~ to amend Sections 7522.34, 19829.9851, 19829.9852, 19829.9853, 19878.5, and 22944.5 of, and to add Sections 19829.9854, 20677.61, 20677.92, 20677.93, 20677.94, and 22871.10 to, the Government Code, relating to public employment, and making an appropriation therefor, to take effect immediately, bill related to the budget.

#### Status:

**Sep 13, 2023:** Re-referred to SENATE Committee on BUDGET AND FISCAL REVIEW.  
[+ Show full status history](#)



#### PUBLIC\_RETIREMENT

Commentary:

**Comment:**

Apr 23, 2024 - 12:01 P.M. (PDT)

Amends PEPR section 7522.34 as it relates to state employees.

---

2.

## California Assembly Bill 817 (2023-2024)

CAA 817 | [Blanca Pacheco \(D-064\)](#) | Failed - Adjourned | Fiscal Committee (Yes) | Urgency Clause (No) | Senate Local Government Committee

### Open Meetings: Teleconferencing: Subsidiary Body

Authorizes a subsidiary body to use certain alternative teleconferencing provisions. Requires at least one staff member of the local agency to be present at a designated primary physical meeting location during the meeting. Requires the local agency to post the agenda at the primary physical meeting location. Requires the members of the subsidiary body to visibly appear on camera during the open portion of a meeting that is publicly accessible via the internet or other online platform.

#### Code:

An act to add and repeal Section 54953.05 of the Government Code, relating to local government.

#### Status:

**June 5, 2024:** In SENATE Committee on LOCAL GOVERNMENT: Reconsideration granted.

**June 5, 2024:** In SENATE Committee on LOCAL GOVERNMENT: Failed passage.

[+ Show full status history](#)

 BROWN\_ACT

| No tags, commentary, or attachment applied

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3.

## California Assembly Bill 1246 (2023-2024)

CA A 1246 | [Stephanie Nguyen \(D-010\)](#) | Enacted | Fiscal Committee (Yes) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2025

### Public Employees' Retirement

Relates to the Public Employees' Retirement Law and the Public Employees' Retirement System. Permits, commencing on the specified date, a member who elected to receive a specified optional settlement at retirement, if the member's former spouse was named as beneficiary and a legal judgment awards only a portion of the interest in the retirement system to the retired member, to elect to add their new spouse as the beneficiary of the member's interest, subject to meeting certain conditions.

**Code:**

An act to amend Sections 21462 and 21481 of the Government Code, relating to retirement.

[Approved by Governor September 22, 2024. Filed with Secretary of State September 22, 2024.]

**Status:**

**Sep 22, 2024:** Chaptered by Secretary of State. Chapter No. 2024-350

**Sep 22, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)

 **PUBLIC\_RETIREMENT**

| No tags, commentary, or attachment applied

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4.

## California Assembly Bill 1997 (2023-2024)

CAA 1997 | [Tina McKinnor \(D-061\)](#) | Enacted | Fiscal Committee (Yes) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2025

### Teachers' Retirement Law

Relates to the State Teachers' Retirement System. Requires the Teachers' Retirement Board to determine a date when State Teachers' Retirement System (STRS) has the capacity to implement the specified changes and to post the date on the STRS internet website no later than the specified date. Relates to the Teachers' Retirement Fund. Appropriates funds.

#### Code:

An act to amend and repeal Section 22119.2 of, to amend, repeal, and add Sections 22104.8, 22115, 22119.3, 22119.5, 22121, 22170, 22317.5, 22701, and 22905 of, and to add Sections 22156.07, 22156.08, and 22324.5 to, the Education Code, relating to retirement, and making an appropriation therefor.

[Approved by Governor September 27, 2024. Filed with Secretary of State September 27, 2024.]

#### Status:

**Sep 27, 2024:** Chaptered by Secretary of State. Chapter No. 2024-690

**Sep 27, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)

#### PUBLIC\_RETIREMENT

| No tags, commentary, or attachment applied

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5.

## California Assembly Bill 2153 (2023-2024)

CAA 2153 | [Josh Lowenthal \(D-069\)](#) | Failed - Adjourned | Fiscal Committee (Yes) | Urgency Clause (No) | Assembly Judiciary Committee

### California Public Records Act: Public Agency Employees

Requires each agency, upon receipt of a request for a copy of, or the inspection of, any personnel, medical, or similar records of a public agency employee or any record that would disclose a public agency employee's personal identity in connection with the performance of that employee's work duties, to promptly and prior to the release of the records, provide written notice of the request to that public agency employee.

**Code:**

An act to amend Section 7922.535 of the Government Code, relating to public records.

**Status:**

**Feb 20, 2024:** To ASSEMBLY Committee on JUDICIARY.

[+ Show full status history](#)



**PUBLIC\_RECORDS\_ACT**

| No tags, commentary, or attachment applied

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6.

## California Assembly Bill 2183 (2023-2024)

CAA 2183 | [Reginald B. Jones-Sawyer \(D-057\)](#) | Failed - Adjourned | Fiscal Committee (No) | Urgency Clause (No) | ASSEMBLY

### Public Employees' Retirement Benefits: Compensation

Makes a nonsubstantive change to a provision of the California Public Employees' Pension Reform Act of 2013 (PEPRA).

**Code:**

An act to amend Section 7522.32 of the Government Code, relating to public employees' retirement.

**Status:**

**Feb 7, 2024:** INTRODUCED.

 **PUBLIC\_RETIREMENT**

| No tags, commentary, or attachment applied

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7.

## California Assembly Bill 2284 (2023-2024)

CA A 2284 | [Timothy S. Grayson \(D-015\)](#) | Enacted | Fiscal Committee (No) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2025

### County Employees' Retirement: Compensation

Relates to the County Employees Retirement Law and the California Public Employees' Pension Reform Act. Authorizes a retirement system to define grade to mean a number of employees considered together because they share similarities in job duties, schedules, unit recruitment requirements, work location, collective bargaining unit or other logical work-related group or class. Specifies that these provisions shall not become operative in a county until the board of supervisors makes the provisions applicable.

**Code:**

**An act to amend Section 31461 of the Government Code, relating to retirement.**

[Approved by Governor September 28, 2024. Filed with Secretary of State September 28, 2024.]

**Status:**

**Sep 28, 2024:** Chaptered by Secretary of State. Chapter No. 2024-824

**Sep 28, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)

 PUBLIC\_RETIREMENT

Tags:

Staff\_Recommendation:

IBLC\_Recommendation:

BOR\_Position:

Commentary:

Comment:

Sep 18, 2024 - 3:04 P.M. (PDT)

On 9/4/2024, the BOR changed its position from "Oppose" to "Watch."

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8.

## California Assembly Bill 2301 (2023-2024)

CA A 2301 | [Stephanie Nguyen \(D-010\)](#) and 6 Co-sponsors | Enacted | Fiscal Committee (No) | Urgency Clause (Yes) | Chaptered

Effective Dates: 07/02/2024

### Sacramento Area Sewer District Pension Protection Act

Enacts the Sacramento Area Sewer District Pension Protection Act of 2024. Provides that the sewer district would assume the rights, obligations, and status previously occupied by the County of Sacramento with regard to the portion of the county safety plan, which is that portion of the county's defined benefit plan attributed to retirement system members and beneficiaries of the Sacramento Area Sewer District to, among other things, the replacement benefits program.

#### Code:

An act to add Article 4.6 (commencing with Section 31574) to Chapter 3 of Part 3 of Division 4 of Title 3 of the Government Code, relating to public employee retirement, and declaring the urgency thereof, to take effect immediately.

[Approved by Governor July 02, 2024. Filed with Secretary of State July 02, 2024.]

#### Status:

**July 2, 2024:** Chaptered by Secretary of State. Chapter No. 2024-064

**July 2, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)

#### PUBLIC\_RETIREMENT

| No tags, commentary, or attachment applied

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9.

## California Assembly Bill 2302 (2023-2024)

CAA 2302 | [Dawn Addis \(D-030\)](#) | Enacted | Fiscal Committee (No) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2025

### Open Meetings: Local Agencies: Teleconferences

Relates to existing law which imposes prescribed restrictions on remote participation by a member of a legislative body of a local agency under alternative teleconferencing provisions. Revises the limits, instead prohibiting such participation for more than a specified number of meetings per year, based on how frequently the legislative body regularly meets.

**Code:**

An act to amend Section 54953 of the Government Code, relating to local government.

[Approved by Governor September 22, 2024. Filed with Secretary of State September 22, 2024.]

**Status:**

**Sep 22, 2024:** Chaptered by Secretary of State. Chapter No. 2024-389

**Sep 22, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)

 BROWN\_ACT

| No tags, commentary, or attachment applied

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10.

## California Assembly Bill 2335 (2023-2024)

CAA 2335 | [Tina McKinnor \(D-061\)](#) | Vetoed | Fiscal Committee (Yes) | Urgency Clause (No) | Vetoed

### Public Employment: Compensation and Classification

Expands the purpose of the State Civil Service Act to include that the compensation relationship between State civil positions with comparable duties and responsibilities is maintained.

#### Code:

An act to amend Sections 18500, 19797, 19826, and 19827.2 of the Government Code, relating to public employment.

#### Status:

**Sep 14, 2024:** Vetoed by GOVERNOR.

[+ Show full status history](#)

#### Hearing Dates:

**10/30/2024** Assembly Governor's Vetoes - # 6



**PUBLIC\_EMPLOYMENT**

| No tags, commentary, or attachment applied

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11.

## California Assembly Bill 2350 (2023-2024)

CA A 2350 | [Josh Hoover \(R-007\)](#) | Enacted | Fiscal Committee (Yes) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2025

### Open Meetings: School Boards: Emergencies: Notification

Provides that existing law authorizes a legislative body to hold an emergency meeting without complying with specified 24-hour notice and posting requirements. Authorizes a school board holding an emergency meeting to fulfill the premeeting notification requirement by email instead of by telephone. Provides that if the internet and telephone services are not functioning, the bill would similarly waive the premeeting notification requirement and require the post meeting notification.

#### Code:

An act to amend Section 54956.5 of the Government Code, relating to open meetings.

[Approved by Governor September 25, 2024. Filed with Secretary of State September 25, 2024.]

#### Status:

**Sep 25, 2024:** Chaptered by Secretary of State. Chapter No. 2024-565

**Sep 25, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)

 BROWN\_ACT

| No tags, commentary, or attachment applied

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12.

## California Assembly Bill 2362 (2023-2024)

CA A 2362 | [Tom Lackey \(R-034\)](#) | Failed - Adjourned | Fiscal Committee (No) | Urgency Clause (No) | Assembly Public Employment and Retirement...

### County Fire Service Retirement Law: Report

Requires the County Foresters, Firewardens, and County Fire Protection District Firemen's Retirement Board to report to the board of supervisors on or before February 1 each year.

#### Code:

An act to amend Section 32266 of the Government Code, relating to public retirement.

#### Status:

**Feb 26, 2024:** To ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT.

[+ Show full status history](#)

 PUBLIC\_RETIREMENT

| No tags, commentary, or attachment applied

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13.

## California Assembly Bill 2421 (2023-2024)

CAA 2421 | [Evan Low \(D-026\)](#) | Failed - Adjourned | Fiscal Committee (Yes) | Urgency Clause (No) | Senate Appropriations Committee

### Employer-Employee Relations: Confidential Communication

Prohibits local public agency employer, a State employer, a judicial employer, a public school employer, a higher education employer, or certain districts from questioning any employee or employee representative regarding communications made in confidence between an employee and a representative. Provides that such communications would not be confidential if the representative was a witness or party to any of the events forming the basis of a potential administrative disciplinary or criminal investigation.

#### Code:

An act to amend Sections 3506.5, 3519, 3524.71, 3543.5, and 3571 of the Government Code, and to amend ~~Section 28858~~ Sections 28858, 98169, 99563.7, and 102406 of the Public Utilities Code, relating to employer-employee relations.

#### Status:

**Aug 15, 2024:** In SENATE Committee on APPROPRIATIONS: Held in committee.

[+ Show full status history](#)



PUBLIC\_EMPLOYMENT

| No tags, commentary, or attachment applied

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14.

## California Assembly Bill 2455 (2023-2024)

CAA 2455 | [Jesse Gabriel \(D-046\)](#) | Enacted | Fiscal Committee (Yes) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2025

### Whistleblower Protection: State and Local Government

Authorizes a city, county, or city and county auditor or controller to maintain a whistleblower hotline to receive calls from persons who have information regarding improper governmental activity. Authorizes a city or county auditor or controller, or designee, to conduct an investigative audit of the matter upon receiving specific information that an employee or local government has engaged in a fraud, waste, or abuse or improper governmental activity. Relates to the California Whistleblower Protection Act.

**Code:**

An act to amend Sections 8547.2, 8547.5, 8547.7, and 53087.6 of the Government Code, relating to whistleblower protection.

[Approved by Governor September 25, 2024. Filed with Secretary of State September 25, 2024.]

**Status:**

**Sep 25, 2024:** Chaptered by Secretary of State. Chapter No. 2024-568

**Sep 25, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)



**PUBLIC\_EMPLOYMENT**

| No tags, commentary, or attachment applied

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15.

## California Assembly Bill 2474 (2023-2024)

CAA 2474 | [Tom Lackey \(R-034\)](#) | Enacted | Fiscal Committee (No) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2025

### Retirement: County Employees Retirement Law of 1937

Relates to the County Employees Retirement Law of 1937. Authorizes the Board of Retirement for the County of Los Angeles to have the monthly warrant, check, or electronic fund transfer for the retirement allowance or benefit be delivered to a prepaid account in accordance with certain procedures. Defines account of the retired member or survivor of a deceased retired member to include an account held in a living trust or an income-only trust.

#### Code:

An act to amend Section 31452.6 of, to add Section 31680.9 to, and to add and repeal Sections 31452.61 and 31590.2 of, the Government Code, relating to retirement.

[Approved by Governor July 15, 2024. Filed with Secretary of State July 15, 2024.]

#### Status:

**July 15, 2024:** Chaptered by Secretary of State. Chapter No. 2024-108

**July 15, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)

#### PUBLIC\_RETIREMENT

Tags:

**Staff\_Recommendation:**

**IBLC\_Recommendation:**

BOR\_Position:

Sponsor

Support

16.

## California Assembly Bill 2489 (2023-2024)

CA A 2489 | [Christopher Ward \(D-078\)](#) | Failed - Adjourned | Fiscal Committee (Yes) | Urgency Clause (No)  
| Assembly Appropriations Committee

### Local Agencies: Contracts for Special Services

Requires a county board of supervisors or a representative, at least a specified number of months before beginning a procurement process to contract with persons for special services that are currently, or were previously, performed by employees of the county represented by an employee organization, to notify, in writing, the exclusive employee representative of the workforce affected. Provides that this notice requirement does not apply in the event of an emergency.

#### Code:

An act to amend Sections 31000, 31000.4, 37103, and 53060 of the Government Code, relating to local government.

#### Status:

**May 16, 2024:** In ASSEMBLY Committee on APPROPRIATIONS: Held in committee.

**May 16, 2024:** In ASSEMBLY. Joint Rule 62(a) suspended.

[+ Show full status history](#)



**PUBLIC\_EMPLOYMENT**

| No tags, commentary, or attachment applied

17.

## California Assembly Bill 2557 (2023-2024)

CAA 2557 | [Liz Ortega \(D-020\)](#) | Failed - Adjourned | Fiscal Committee (Yes) | Urgency Clause (No) | Senate Appropriations Committee

### Local Agencies: Contracts for Special Services

Requires each board of supervisors that solicits for and enters into a specified contract for special services to post that contract and any related documents on its website.

Requires each contract to include the objectives, desirables, and goals of the contract.

Requires, before beginning a procurement process to contract for functions, duties, responsibilities, or services, the board to give reasonable written notice to the exclusive employee representative of the workforce affected by the contract.

#### Code:

An act to add Sections 31000.01, 31000.4.5, 37103.1, and 53060.01 to the Government Code, relating to local agencies.

#### Status:

**Aug 15, 2024:** In SENATE Committee on APPROPRIATIONS: Held in committee.

[+ Show full status history](#)



**PUBLIC\_EMPLOYMENT**

| No tags, commentary, or attachment applied

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18.

## California Assembly Bill 2561 (2023-2024)

CAA 2561 | [Tina McKinnor \(D-061\)](#) | Enacted | Fiscal Committee (Yes) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2025

### Local Public Employees: Vacant Positions

Provides that the Meyers-Milias-Brown Act requires the governing body of a public agency to meet and confer regarding conditions of employment with representatives of recognized employee organizations. Requires a public agency to present the status of vacancies and recruitment and retention efforts at a public hearing at least once per fiscal year. Entitles the organization to present at the hearing. Requires the agency, upon request of the organization, to include specified information during the hearing.

#### Code:

An act to add Section 3502.3 to the Government Code, relating to public employment.

[Approved by Governor September 22, 2024. Filed with Secretary of State September 22, 2024.]

#### Status:

**Sep 22, 2024:** Chaptered by Secretary of State. Chapter No. 2024-409

**Sep 22, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)



**PUBLIC\_EMPLOYMENT**

| No tags, commentary, or attachment applied

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19.

## California Assembly Bill 2631 (2023-2024)

CAA 2631 | [Mike Fong \(D-049\)](#) | Enacted | Fiscal Committee (Yes) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2025

### Local Agencies: Ethics Training

Requires the Fair Political Practices Commission, in consultation with the Attorney General, to create, maintain, and make available to local agency officials an ethics training course.

#### Code:

An act to amend Section 53235 of the Government Code, relating to local government.

[Approved by Governor August 26, 2024. Filed with Secretary of State August 26, 2024.]

#### Status:

**Aug 26, 2024:** Chaptered by Secretary of State. Chapter No. 2024-201

**Aug 26, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)



**PUBLIC\_RETIREMENT**

| No tags, commentary, or attachment applied

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20.

## California Assembly Bill 2715 (2023-2024)

CAA 2715 | [Tasha Boerner \(D-077\)](#) | Enacted | Fiscal Committee (No) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2025

### Ralph M. Brown Act: Closed Sessions

Provides that existing law authorizes a legislative body to hold a closed session with specified individuals on, among other things, matters posing a threat to the security of essential public services. Authorizes a legislative body to hold a closed session with other law enforcement or security personnel and to hold a closed session on a threat to critical infrastructure controls or critical infrastructure information relating to cybersecurity.

#### Code:

An act to amend Section 54957 of the Government Code, relating to local government.

[Approved by Governor September 14, 2024. Filed with Secretary of State September 14, 2024.]

#### Status:

**Sep 14, 2024:** Chaptered by Secretary of State. Chapter No. 2024-243

**Sep 14, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)



BROWN\_ACT

| No tags, commentary, or attachment applied

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21.

## California Assembly Bill 2770 (2023-2024)

CA A 2770 | Public Employment and Retirement | Enacted | Fiscal Committee (Yes) | Urgency Clause (No)  
| Chaptered

Effective Dates: 01/01/2025

### Public Employees Retirement

Relates to the Teachers Retirement System. Provides that existing law authorizes a member to request to purchase additional service credit and to redeposit accumulated retirement contributions returned to the member. Provides that existing law requires additional regular interest to be added to the contributions if the member is not employed to perform creditable service subject to coverage by the Defined Benefit Program on the date of the request to purchase additional credit. Revises interest calculation.

#### Code:

An act to amend Sections 22801, 23200, 23201, 23202, 24600, and 26004 of the Education Code, and to amend Sections 31628, 31720.91, 31783.5, 75521, 75553, 75570, and 75571.5 of the Government Code, relating to public employees' retirement.

[Approved by Governor July 15, 2024. Filed with Secretary of State July 15, 2024.]

#### Status:

**July 15, 2024:** Chaptered by Secretary of State. Chapter No. 2024-117

**July 15, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)

#### PUBLIC\_RETIREMENT

Tags:

Staff\_Recommendation: Support

IBLC\_Recommendation: Support

BOR\_Position: Support

22.

## California Assembly Bill 3025 (2023-2024)

CA A 3025 | [Avelino Valencia \(D-068\)](#) and 2 Co-sponsors | Enacted | Fiscal Committee (No) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2025

### County Employees' Retirement: Disallowed Compensation

Requires a retirement system established under the County Employees Retirement Law of 1937, upon determining that the compensation reported for a member is disallowed compensation, to require the employer to discontinue reporting the disallowed compensation. Requires, for an active member, the retirement system to credit all employer contributions made on the disallowed compensation against future contributions to the benefit of the employer that reported the disallowed compensation.

#### Code:

An act to add Section 31541.2 to the Government Code, relating to county employees' retirement.

[Approved by Governor September 22, 2024. Filed with Secretary of State September 22, 2024.]

#### Status:

Sep 22, 2024: Chaptered by Secretary of State. Chapter No. 2024-427

Sep 22, 2024: Signed by GOVERNOR.

[+ Show full status history](#)

#### PUBLIC\_RETIREMENT

##### Tags:

Staff\_Recommendation: Neutral

IBLC\_Recommendation: Neutral

BOR\_Position: Neutral

23.

## California Senate Bill 252 (2023-2024)

CAS 252 | [Lena A. Gonzalez \(D-033\)](#) and 3 Co-sponsors | Failed - Adjourned | Fiscal Committee (Yes) | Urgency Clause (No) | Assembly Public Employment and Retirement...

### Public Retirement Systems: Fossil Fuels: Divestment

Prohibits the boards of the Public Employees' Retirement System and the State Teachers' Retirement System from making new investments or renewing existing investments of public employee retirement funds in a fossil fuel company. Requires the boards to liquidate investments in a fossil fuel company on or before specified date. Suspends, temporarily, the liquidation provision upon a good faith determination by the board that certain conditions materially impact normal market mechanisms for pricing assets.

#### Code:

An act to amend Section 16642 of, and to add Section 7513.76 to, the Government Code, relating to public retirement systems.

#### Status:

**June 19, 2024:** In ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT: Not heard.

[+ Show full status history](#)

 PUBLIC\_INVESTMENT

| No tags, commentary, or attachment applied

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24.

## California Senate Bill 537 (2023-2024)

CAS 537 | [Josh Becker \(D-013\)](#) and 18 Co-sponsors | Enacted | Fiscal Committee (Yes) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2025 (Corrected)

### City or County of Los Angeles: Memorial

Authorizes a nonprofit organization representing Mexican Americans or Mexican immigrants to enter into negotiations to plan, construct, and maintain a memorial to Mexican Americans and Mexican immigrants who were forcibly deported from the United States during the Great Depression. Requires the memorial to be located at an appropriate public place in the City or County of Los Angeles. Requires the nonprofit to enter into negotiations with the Department of General Services and the agency with jurisdiction.

#### Code:

An act to add Sections 14638 and 14638.1 to the Government Code, relating to memorials.

[Approved by Governor September 28, 2024. Filed with Secretary of State September 28, 2024.]

#### Status:

**Sep 28, 2024:** Chaptered by Secretary of State. Chapter No. 2024-859

**Sep 28, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)

#### BROWN\_ACT

Commentary:

**Comment:**

Jul 28, 2024 - 5:45 P.M. (PDT)

Gutted and amended to relate to memorials.

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25.

## California Senate Bill 962 (2023-2024)

CAS 962 | [Steve Padilla \(D-018\)](#) | Enacted | Fiscal Committee (No) | Urgency Clause (Yes) | Chaptered

Effective Dates: 07/15/2024

### San Diego Unified Port District: Public Employee

Provides that the California Public Employees' Pension Reform Act permits a public employer to adopt a new defined benefit formula that is not consistent with PEPRA, if that formula is determined and certified by the chief actuary and the board of that employer's retirement system to not have a greater risk or greater cost to the sponsoring employer than the defined benefit formula required by PEPRA. Approves a specified defined benefit formula applicable to employees of the San Diego Unified Port District.

#### Code:

An act relating to the public employee pension benefits, and declaring the urgency thereof, to take effect immediately.

[Approved by Governor July 15, 2024. Filed with Secretary of State July 15, 2024.]

#### Status:

**July 15, 2024:** Chaptered by Secretary of State. Chapter No. 2024-126

**July 15, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)



**PUBLIC\_RETIREMENT**

| No tags, commentary, or attachment applied

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26.

## California Senate Bill 1034 (2023-2024)

CAS 1034 | [Kelly Seyarto \(R-032\)](#) | Enacted | Fiscal Committee (Yes) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2025

### California Public Records Act: State of Emergency

Revises the unusual circumstances under which the time limit may be extended to include the need to search for, collect, and appropriately examine records during a state of emergency, as defined, proclaimed by the Governor in the jurisdiction where the agency is located when the state of emergency currently affects, due to the state of emergency, the agency's ability to timely respond to requests due to staffing shortages or closure of facilities where the requested records are located, except as specified.

#### Code:

An act to amend Section 7922.535 of the Government Code, relating to public records.

[Approved by Governor July 18, 2024. Filed with Secretary of State July 18, 2024.]

#### Status:

**July 18, 2024:** Chaptered by Secretary of State. Chapter No. 2024-161

**July 18, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)



**PUBLIC\_RECORDS\_ACT**

| No tags, commentary, or attachment applied

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27.

## California Senate Bill 1189 (2023-2024)

CAS 1189 | [Monique Limon \(D-019\)](#) | Enacted | Fiscal Committee (No) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2025

### County Employees Retirement Law of 1937

Provides that the County Employees Retirement Law of 1937 (CERL) authorizes counties to establish retirement systems pursuant to its provisions in order to provide pension benefits to their employees. Provides that CERL authorizes the board of retirement to appoint a retirement administrator, chief financial officer, chief operations officer, chief investment officer, and general counsel. Authorizes the board to appoint a chief technology officer.

**Code:**

An act to amend Section 31522.10 of the Government Code, relating to retirement.

[Approved by Governor July 15, 2024. Filed with Secretary of State July 15, 2024.]

**Status:**

**July 15, 2024:** Chaptered by Secretary of State. Chapter No. 2023-131

**July 15, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)



RETIREMENT\_PERSONNEL

| No tags, commentary, or attachment applied

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28.

## California Senate Bill 1240 (2023-2024)

CAS 1240 | [Marie Alvarado-Gil \(D-004\)](#) | Enacted | Fiscal Committee (Yes) | Urgency Clause (Yes) | Chaptered

Effective Dates: 09/28/2024 (Corrected)

### Public Employees Retirement System: Contracting

Relates to the Public Employees' Retirement System. Authorizes a successor agency for the El Dorado County Fire Protection District and the Diamond Springs-El Dorado Fire Protection District to provide employees the defined benefit plan or formula that those employees received from their respective employer prior to the annexation.

#### Code:

An act to add Section 20508.3 to the Government Code, relating to public employees' retirement, and declaring the urgency thereof, to take effect immediately.

[Approved by Governor September 28, 2024. Filed with Secretary of State September 28, 2024.]

#### Status:

**Sep 28, 2024:** Chaptered by Secretary of State. Chapter No. 2024-888

**Sep 28, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)



**PUBLIC\_RETIREMENT**

| No tags, commentary, or attachment applied

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29.

## California Senate Bill 1379 (2023-2024)

CAS 1379 | [Bill Dodd \(D-003\)](#) | Enacted | Fiscal Committee (Yes) | Urgency Clause (Yes) | Chaptered

Effective Dates: 09/29/2024 (Corrected)

### Public Employees' Retirement Law: Reinstatement

Provides that under the Public Employees' Retirement System and the California Public Employees' Pension Reform Act, a retired member is subject to a specified hour limit of employment within a year for specified employers without reinstating in the system.

Creates an exception from the limit for hours worked by a retired person in an appointment by the Solano County Sheriff's Office to perform functions performed by a deputy sheriff, evidence technician or communications operator, under certain conditions.

#### Code:

An act to amend, repeal, and add Sections 7522.56 and 21224 of the Government Code, relating to public retirement, and declaring the urgency thereof, to take effect immediately.

[Approved by Governor September 29, 2024. Filed with Secretary of State September 29, 2024.]

#### Status:

**Sep 29, 2024:** Chaptered by Secretary of State. Chapter No. 2024-992

**Sep 29, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)

#### PUBLIC\_EMPLOYMENT

| No tags, commentary, or attachment applied

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30.

## California Senate Bill 1441 (2023-2024)

CAS 1441 | [Ben Allen \(D-024\)](#) | Enacted | Fiscal Committee (Yes) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2025

### Examination of Petitions: Time Limitations

Provides that Existing law, the California Public Records Act, requires state and local agencies to make their records available for public inspection. Provides that certain election petitions are not public records and are not open to inspection except by certain persons. Requires the examination to conclude no later than 60 days after it commenced. Authorizes the return of any money deposited in excess of the cost of the examination and provide that money not required to be refunded.

#### Code:

**An act to amend Section 7924.110 of the Government Code, relating to petitions.**

[Approved by Governor September 22, 2024. Filed with Secretary of State September 22, 2024.]

#### Status:

**Sep 22, 2024:** Chaptered by Secretary of State. Chapter No. 2024-479

**Sep 22, 2024:** Signed by GOVERNOR.

[+ Show full status history](#)



**PUBLIC\_RECORDS\_ACT**

| No tags, commentary, or attachment applied

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31.

## California Proposition Removed (2024)

CA 2024 6 | State ID: 1935.(21-0042A1) | Removed from Ballot: 02/02/2023 | Qualification: 02/02/2023 | Election: 11/05/2024

### Taxpayer Protection and Government Accountability Act

Requires, for new or increased state taxes currently enacted by two-thirds vote of Legislature, a statewide election and majority voter approval. Limits voters' ability to pass voter-proposed local special taxes by raising vote requirement to two-thirds. Eliminates voters' ability to advise how to spend revenues from proposed general tax on same ballot as the proposed tax. Expands definition of taxes.

#### **BALLOT\_INITIATIVES**

Tags:

**Staff\_Recommendation:**

**IBLC\_Recommendation:**

**BOR\_Position:**

Commentary:

**Comment:**

Jul 28, 2024 - 5:55 P.M. (PDT)

The California Supreme Court ordered that the ballot initiative not be certified for the November General Election. Voters will not be voting on the ballot initiative.

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32.

## United States House Bill 82 (2023-2024)

US H 82 | [Garret Graves \(R-LA 06\)](#) and 329 Co-sponsors | Pending | House Ways and Means Committee

### Pension Offset and Windfall Elimination Repeal

Amends title II of the Social Security Act to repeal the Government pension offset and windfall elimination provisions.

#### Status:

**Jan 9, 2023:** To HOUSE Committee on WAYS AND MEANS.

**Jan 9, 2023:** INTRODUCED.

[+ Show full status history](#)

#### Related:

[US H 4583](#) |

[US S 597](#) |

[US S 2280](#)

#### SOCIAL\_SECURITY

Tags:

**Staff\_Recommendation:** Support

**IBLC\_Recommendation:** Support

**BOR\_Position:** Support

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33.

## United States House Bill 957 (2023-2024)

US H 957 | [Abigail A. Spanberger \(D-VA 07\)](#) and 23 Co-sponsors | Pending | House Ways and Means Committee

### Internal Revenue Code Retirement Plan Exclusion

Amends the Internal Revenue Code of 1986 to increase the amount excluded from gross income by reason of distributions from governmental retirement plans for health and long-term care insurance for public safety officers.

#### Status:

**Feb 9, 2023:** To HOUSE Committee on WAYS AND MEANS.

**Feb 9, 2023:** INTRODUCED.

[+ Show full status history](#)

#### HEALTHCARE

Tags:

**Staff\_Recommendation:** [Watch](#)

**IBLC\_Recommendation:** [Watch](#)

**BOR\_Position:** [Watch](#)

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34.

## United States House Bill 4260 (2023-2024)

US H 4260 | [Richard E. Neal \(D-MA 01\)](#) and 107 Co-sponsors | Pending | House Ways and Means Committee

### Equitable Social Security Formula

Amends specified title of the Social Security Act to provide an equitable Social Security formula for individuals with noncovered employment and to provide relief for individuals currently affected by the Windfall Elimination Provision.

#### Status:

**June 21, 2023:** To HOUSE Committee on WAYS AND MEANS.

**June 21, 2023:** INTRODUCED.

[+ Show full status history](#)

#### SOCIAL\_SECURITY

Tags:

**Staff\_Recommendation:** Support

**IBLC\_Recommendation:** Support

**BOR\_Position:** Support

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35.

## United States House Bill 5241 (2023-2024)

US H 5241 | [Gregory F. Murphy \(R-NC 03\)](#) and 6 Co-sponsors | Pending | House Ways and Means Committee

### Governmental Pension Plans

Amends the Internal Revenue Code of 1986 to provide that governmental pension plans may include certain firefighters, emergency medical technicians, and paramedics.

#### Status:

**Aug 18, 2023:** To HOUSE Committee on WAYS AND MEANS.

**Aug 18, 2023:** To HOUSE Committee on EDUCATION AND THE WORKFORCE.

**Aug 18, 2023:** INTRODUCED.

[+ Show full status history](#)

#### PUBLIC\_RETIREMENT

Tags:

**Staff\_Recommendation:**

**IBLC\_Recommendation:**

**BOR\_Position:**

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36.

## United States House Bill 5342 (2023-2024)

US H 5342 | [Jodey Cook Arrington \(R-TX 19\)](#) and 37 Co-sponsors | Pending | House Ways and Means Committee

### Windfall Elimination Provision Replacement

Amends title II of the Social Security Act to replace the windfall elimination provision with a formula equalizing benefits for certain individuals with noncovered employment.

#### Status:

**Sep 5, 2023:** To HOUSE Committee on WAYS AND MEANS.

**Sep 5, 2023:** INTRODUCED.

[+ Show full status history](#)

#### SOCIAL\_SECURITY

Tags:

**Staff\_Recommendation:** Support

**IBLC\_Recommendation:** Support

**BOR\_Position:** Support

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37.

## United States Senate Bill 597 (2023-2024)

USS 597 | [Sherrod Brown \(D-OH\)](#) and 62 Co-sponsors | Pending | Senate Finance Committee

### Government Pension Offset Repeal

Amends title II of the Social Security Act to repeal the Government pension offset and windfall elimination provisions.

#### Status:

**Mar 1, 2023:** To SENATE Committee on FINANCE.

**Mar 1, 2023:** In SENATE. Read second time.

**Mar 1, 2023:** INTRODUCED.

[+ Show full status history](#)

#### Related:

[US H 82](#) |

[US H 4583](#) |

[USS 2280](#)

#### SOCIAL\_SECURITY

Tags:

**Staff\_Recommendation:** [Support](#)

**IBLC\_Recommendation:** [Support](#)

**BOR\_Position:** [Support](#)

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**FOR INFORMATION ONLY**

October 24, 2024

TO: Each Trustee  
Board of Retirement  
Board of Investments

FROM: Ted Granger *TG*  
Chief Financial Officer

FOR: November 6, 2024 Board of Retirement Meeting  
November 13, 2024 Board of Investments Meeting

**SUBJECT: MONTHLY TRUSTEE TRAVEL & EDUCATION REPORT – SEPTEMBER 2024**

Attached for your review is the monthly Trustee Travel & Education Report. This report includes all events (i.e., attended and canceled) from the beginning of the fiscal year through September 2024.

Trustees attend monthly Board and Committee meetings at LACERA's office which are considered administrative meetings per the Trustee Travel Policy. In order to streamline report volume and information, these regular meetings are excluded from the monthly travel reports but are included in the quarterly travel expenditure reports.

Staff travel and education expenditure reports are provided to the Chief Executive Officer monthly and to the Boards quarterly.

REVIEWED AND APPROVED:

  
\_\_\_\_\_  
Santos H. Kreimann  
Chief Executive Officer

TG/EW/SC/SE/gj

Attachments

c: L. Lugo  
J. Popowich  
L. Guglielmo  
J. Gabel  
S. Rice  
R. Contreras

**TRUSTEE TRAVEL AND EDUCATION REPORT**  
**FOR FISCAL YEAR 2024 - 2025**  
**SEPTEMBER 2024**

<b>Attendee</b>	<b>Purpose of Travel - Location</b>	<b>Event Dates</b>	<b>Travel Status</b>
<b>Nancy Durazo</b>			
V	- Edu - Southern New Hampshire University: Principles of Finance & Public Fiscal Management Weekly Course - VIRTUAL	07/01/2024 - 08/25/2024	Attended
<b>Trevor Fay</b>			
B	- Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
<b>Mike Gatto</b>			
A	1 Edu - 2024 SACRS UC Berkeley Public Pension Investment Management Program - Berkeley CA	07/14/2024 - 07/17/2024	Attended
B	- Edu - 2024 The Investment Diversity Exchange (TIDE) Spark - Laguna Niguel CA	07/10/2024 - 07/11/2024	Attended
	- Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
<b>Elizabeth Ginsberg</b>			
B	- Edu - Pathways for Women Conference 2024 - Anaheim CA	08/26/2024 - 08/27/2024	Attended
	- Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
<b>Vivian Gray</b>			
A	1 Edu - 2024 Korie Global Summit: What Matters Now in 2024: Trends and Insights for Tomorrow - Coral Gables FL	07/17/2024 - 07/19/2024	Attended
	2 Edu - CII 2024 Fall Conference - Brooklyn NY	09/09/2024 - 09/11/2024	Attended
	3 Edu - New America Alliance International Symposium - Mexico City, Mexico	09/25/2024 - 09/26/2024	Attended
B	- Admin - SACRS Board of Directors - Sacramento CA	09/16/2024 - 09/16/2024	Attended
<b>Jason Green</b>			
B	- Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
<b>Patrick Jones</b>			
A	1 Edu - IDAC 2024 Annual Summit - Broomfield CO	09/24/2024 - 09/26/2024	Attended
B	- Edu - 2024 The Investment Diversity Exchange (TIDE) Spark - Laguna Niguel CA	07/10/2024 - 07/11/2024	Attended
	- Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
<b>Debbie Martin</b>			
A	1 Edu - Harvard Business School Executive Education Program: Audit Committees in a New Era of Governance - Boston MA	07/17/2024 - 07/19/2024	Attended
B	- Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended

**TRUSTEE TRAVEL AND EDUCATION REPORT**  
**FOR FISCAL YEAR 2024 - 2025**  
**SEPTEMBER 2024**

Attendee	Purpose of Travel - Location	Event Dates	Travel Status
<b>Nicole Mi</b>			
A	1 Edu - Harvard Business School Executive Education Program: Audit Committees in a New Era of Governance - Boston MA	07/17/2024 - 07/19/2024	Attended
	2 Edu - New America Alliance International Symposium - Mexico City, Mexico	09/25/2024 - 09/26/2024	Attended
B	- Edu - 2024 The Investment Diversity Exchange (TIDE) Spark - Laguna Niguel CA	07/10/2024 - 07/11/2024	Attended
	- Edu - Pathways for Women Conference 2024 - Anaheim CA	08/26/2024 - 08/27/2024	Attended
	- Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	- Edu - Saxena White Women's Alliance Luncheon - Los Angeles CA	09/30/2024 - 09/30/2024	Attended
<b>Wayne Moore</b>			
A	1 Edu - CII 2024 Fall Conference - Brooklyn NY	09/09/2024 - 09/11/2024	Attended
<b>David Ryu</b>			
B	- Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended

Category Legend:

A - Pre-Approved/Board Approved Educational Conferences

B - 1) Board Approved Administrative Meetings and 2) Pre-Approved Educational Conferences in CA where total cost is no more than \$3,000 provided that a Trustee may not incur over \$15,000 for all expenses of attending all such Educational Conferences and Administrative Meetings in a fiscal year per Trustee Travel Policy; Section III.A

C - Second of two conferences and/or meetings counted as one conference per Trustee Education Policy Section IV.C.2 and Trustee Travel Policy Section IV.

V - Virtual Event

X - Canceled events for which expenses have been incurred.



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**Documents not attached are exempt from disclosure under the California Public Records Act and other legal authority.**

**For further information, contact:  
LACERA  
Attention: Public Records Act Requests  
300 N. Lake Ave., Suite 620  
Pasadena, CA 91101**



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Attention: Public Records Act Requests  
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